

ARUBA

ESSO



NEWS

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

Vol. 42 — No. 2

March 1981



Mr. Santiago Pardo assumed his position of Process Manager at Lago effective March 15, 1981.

Sr. Santiago Pardo a asumí su posición como Gerente de Process na Lago efectivo Maart 15, 1981.

Libreta di Plannan Revisa Di Beneficio Lo Ser Parti

Un libreta revisa tocante plannan di beneficio cu ta aplica pa empleadonan nacional a ser publicá recientemente. E boeki nobo lo worde mandá na cas di empleadonan. Empleadonan cu tin preguntas ariba cualquier di e plannan den e libreta por dirigi nan pregunta na Seccion di Plannan di Beneficio na Telefon 2813.

Si tin necesidad pa mas splicacion detaya tocante e programanan di beneficio, anto sesionnan informativo lo ser conduci. Empleadonan cu expresa interes lo haya oportunidad pa atende e sesionnan ey. E fechanan di sesion lo ser anunciá despues.

Raymond Peterson, Toribio Trimon Promoví Den Technical-Mechanical Engineering Feb. 1

Raymond L. Peterson y Toribio A. Trimon, ambos di Depto. Technico - Mechanical Engineering Division, a avanza pa funcion mas halto efectivo Februari 1, 1981. Raymond L. (Pete) Peterson, kende su promocion ta en reconocimiento di su contribucionnan den e area di inspeccion di equipo y corrosion, a avanza pa Engineering Associate, mientras Toribio (Chemmy) Trimon, kende su promocion ta en reconocimiento di su contribucion den

New Nursing Section Formed in Medical Dept.; Nurses Wilson, Barry and Sharpe Promoted

Effective March 1, 1981, a Nursing Section has been established in Lago's Medical Department. This section comprising all the nursing personnel is supervised by a Head Nurse. Coincident with this organization change Nurses Joan M. Wilson, Elcie A. Barry and Cynthia F. Sharpe were promoted.

Nurse Wilson was promoted to Head Nurse with supervising responsibility for the Nursing Section. Nurses Barry and Sharpe were promoted to Senior Nurse — with this promotion they both attained management status.

Nurse Joan M. Wilson graduated from the St. Elizabeth Hospital, Leiden Holland in April 1962. Following

"Vroedvrouw Kweekschool", Rotterdam, Holland where she obtained her certificate in November 1962



Head Nurse Joan Wilson



Senior Nurse Elcie Barry

graduation she continued her education in Obstetrical Nursing at the



Senior Nurse Cynthia Sharpe

In January 1963 she was employed at Lago's Medical Department as a Nurse. In January 1969 she was promoted. Continued on page 2

One Year Without A Disabling Injury

On March 25, 1981, Lago employees completed ONE YEAR or 2,500,000 MANHOURS without an on-the-job injury.

CONGRATULATIONS and THANKS to ALL

Let's All Help Extend This Splendid Record!

area di inspeccion di equipo, a bira un Senior Engineering Technician.

Como un graduado di 1954 di Lago su School of Ofish, Pete a principia su carera den Depto. Technico como un Engineering Trainee. Luego el a progressa den e rangonan technico te ora el a bira un Technico di Engine-ria na Januari 1965 y a bira Hefe di Grupo di Seccion di Inspeccion di Equipo na 1971. Entre Maart 1973 y Continua na pag 4

ARUBALago Oil & Transport Co. Ltd.
ARUBA, NETHERLANDS ANTILESPhotographs by : Joes's Photographic Service
Printer : Verenigde Antilliaanse Drukkerijen N.V.

Raymond Peterson, Toribio Trimon Promoted In Technical-Mech. Engineering February 1st

Raymond L. Peterson and Toribio A. Trimon, both of Technical - Mechanical Engineering Division, moved up to higher posts effective February 1, 1981.



R. L. Peterson

Raymond L. (Pete) Peterson, whose promotion is in recognition of his contributions in the area of equipment inspection and corrosion, advanced to Engineering Associate, while Toribio (Chemy), whose promotion is in recognition of his contributions in the equipment area, became a Senior Engineering Technician.

A 1954 graduate of the Lago Vocational School, Pete started his Lago career in the Technical Department as an Engineer Trainee. Subsequently he progressed through the technical ranks until he became an Engineering Technician in January 1965 and Group Head Equipment Inspection Section in 1971. Between March 1973 and July 1975 he worked in the Fire Protection Division of the Industrial Security Department as Assistant Fire Chief and Fire Chief. In July 1975 he returned to the Equipment Inspection Section of the Technical - Mechanical Engineering Division in the position of Group Head Equipment Inspection Section, the post he held prior to his February 1981 promotion.

Pete has studied a variety of courses in Aruba, Venezuela and the USA. His hobbies include swimming, football and photography.

A 1946 graduate of the Lago Vocational

School, Chemy Trimon started his Lago career in the Mechanical - Instrument Craft. In this department he advanced through the various Engineering Assistant levels and



T. A. Trimon

on April 1, 1972 advanced to Engineering Technician, the position he held prior to his February 1, 1981 promotion. During his many years with the Company, Chemy has been actively involved in a number of projects, such as construction of tanks, pipelines, blending and seabath facilities, construction of visbreaker furnaces and fractionation improvements. In May 1972 he formed part of an ER&E inspection team on the HDS project.

He has taken many courses both at Lago in Aruba and in the U.S.A. In his spare time, he enjoys fishing, swimming and preparing barbecues. He also enjoys listening to stereo and taped music, and reading.

Nursing Section

Continued from page 1

moted to Staff Nurse, the position she held at the time of her recent promotion. In the past she has acted on several occasions as Nurse Supervisor.

Nurse Barry graduated from St. Gertruden Hospital, Deventer, Holland in 1963. Following graduation she continued her education in Obstetrical Nursing at "Het Wijschool" Deventer, Holland where she obtained her certificate in August 1964. In November



BENEFIT PLANS - NATIONAL EMPLOYEES

LAGO OIL & TRANSPORT CO. LTD.
ARUBA, NETHERLANDS ANTILES

New Benefit Plan Booklet Mailed to Local Employees

A revised booklet covering benefit plans applicable to national employees has recently been issued. The new booklet will be sent to employees' homes. Employees who have questions on any of the plans covered in the booklet may direct their questions to Benefit Plans Section on phone 2813.

Should there be a need for more detailed explanation of the benefit programs, information sessions will be conducted. Employees who express an interest will have the opportunity to attend these sessions. Session dates will be announced later.

1964 she entered Lago's employment as a Nurse in the Medical Department. In January 1967 she was promoted to Staff Nurse the position she held at the time of her recent promotion.

Nurse Sharpe was originally employed as a Nurses Aid from November 1956 through August 1957 when she resigned to study nursing at the St. Joseph Hospital in Venlo, Holland. Following graduation in September 1960 she continued her education in Obstetrical Nursing at St. Laurentius Hospital in Roermond, Holland where she obtained her certificate in April 1961. In June 1961 she was re-employed as a Nurse in the Medical Department. She was promoted to Staff Nurse in February 1962 the position she held at the time of her recent promotion.

Energy Conservation Seminar Stresses Reduction of Energy Usage

On February 19, 1981, the Energy Conservation Section of the Analytical & Conservation Systems Division (A&CS) presented a seminar on energy to key personnel from the Process, Mechanical and Technical Departments. Mr. George Adams of the A&CS Div. introduced this important subject by stressing the coordination role of his Division in stewarding energy performance and the importance of reducing energy consumption at Lago.

Mr. Ram Naidu explained in greater detail how energy performance is ac-

tually measured in terms of: Actual fuel consumed which is compared to an Exxon Standard. The Exxon standard is based on the efficient energy usage of a highly heat integrated modern grassroots refinery. The standard has been named the "Energy Guideline" and actual Exxon refineries are compared against this guideline. Lago is an older refinery and is now operating at a much lower efficiency than a new modern refinery.

It is necessary that operations continue to become more energy efficient for Lago to maintain its competitive

position in the supply of refined products.

Thus Lago must annually set goals for energy reduction and implement these goals through operations improvements and projects. One of the major thrusts of this seminar was to stress the need to continue to make relatively low cost operating improvements. The responsibility to develop opportunities generally lies with the support staff of technical contact engineers and operations personnel, while the successful implementation is dependent on the Process Unit Owner, maintenance support and other involved groups who must see that the opportunity is converted to a real fuel savings.

Review of the 1980 energy goals versus actual performance by Mr. Naidu indicated that although we fell short of target, a respectable energy performance was turned in for 1980. The 1981 forecast indicated that limited savings accrued from project completions and that a large proportion of savings must come from operations improvements. Some of these needed improvements have or are in progress of being put into effect as a result of combined team effort of the Process, Mechanical and Technical Departments.

Mr. Raymond Dowling presented the longrange energy outlook and described projects which are now being designed for implementation over the next five years. The majority of the project execution work will be under the New Special Projects Department.

Based on the excellent comments and constructive followup response to this seminar, it is planned to have additional meetings of this nature to highlight energy improvements during the year.



Head of Encon Group at Lago Ram Naidu conducts energy conservation seminar for Process, Technical, Mech. employees.

Ram Naidu of Encon Group ta dirigi seminario pa conservacion di energia pa grupo di Process, Technical y Mechanical.

Seminario di Conservacion di Energia ta Enfatisa Necesidad pa Spaar Energia na Lago

Februari 19, 1981, e Seccion di Conservacion di Energia di Analytical & Conservation Systems Division (A&CS) a tene un seminario ariba energia pa personal clave di Departamentos di Process, Mechanical y Technico. Sr. George Adams di e division a introduci e topico importante aqoi door di enfatisa e rol di e division pa supervisa uso di energia y e importancia di reduci consumo di energia na Lago.

Sr. Ram Naidu a splica den mas detaye com uso di energia en realidad ta ser midí den termino di: Combustible realmente consumi compará cu un Standard di Exxon. E standard di Exxon ta basá ariba uso eficiente di energia di un refinaria basico moderno cu tin un sistema sumamente integrá pa uso di calor. E standard a ser yamá e "Guia di Energia" y refinarian actual di Exxon ta ser compará cu e guia aqoi. Lago ta un refinaria mas bieuw y awor ta operando na un eficiencia hopi mas abao cu un refinaria nobo y moderno.

Ta necesario pa operacionnan sigui

bira mas eficiente en cuanto uso di energia pa Lago por mantene su posicion di competencia den e entrego di productos refiná.

Pesey Lago tur anja mester establece obhetivonan pa reduci energia y ehecuta e obhetivonan aqoi door di mehoracionnan di operacion y proyectos. Uno di e empuje mayor di e seminar tabata pa enfatisa e necesidad pa haci mehoracionnan di operacion na costo abao. E responsabilidad pa desaroya oportunidatnan generalmente ta depende di e ayudo di staf tecnico di ingenieronan di contacto y personal di operacionnan, mientras e ehecucion exitoso ta depende di e donjo di cada Unidad di Proceso, ayudo di mantencion y otro gruponan involvì cu mester percura pa e oportunidat na ser converti den spartimento berdadero di combustible.

Un resumen di e obhetivonan di energia pa 1980 cu Sr. Naidu a haci compará cu e actual resultado a indica cu aunque nos no a yega nos meta, toch un resultado respetable di spartimento di energia a ser lográ den

1980. E pronostico pa 1981 ta indica cu spartimento limitá lo ser alcanzá segun proyectonan ser termina y cu un gran parti di spartimento di energia mester bini for di mehoracionnan di operacion. Algun di e mehoracionnan necesario a ser di ta ser poni na vigor como resultado di esfuerzo combiná di departamentos di Process, Mechanical y Technico.

Sr. Raymond Dowling a presenta e perspectiva a largo plazo di energia y a describi proyectonan cu awor ta ser diseñá pa ser ehecutá den e siguiente cinco anja. Mayoría di e trabao di ehecucion di proyectos lo ta bao encargo di e Departamento Nobo pa Proyectos Special.

Service Milestones

30-Year Service Award Recipients



Julio F. Curiel
Process - H. D. S.
30 Years
February 20, 1981



Willem Brinkman
Ind. Sec. - Lago Police
30 Years
March 1, 1981



Ricardo S. Geerman
Process - Fuels Division
30 Years
March 11, 1981



Luls Kock
Public Rel. / Marketing
30 Years
March 12, 1981



Emilio F. De Cuba
Tech. - Proj. Dev. Div.
30 Years
March 21, 1981

Lago Educational Assistance Program Reinstated To Assist Employees Obtain University Degree

The Management of Lago has reinstated the Educational Assistance Program for qualified employees who wish to undertake a university degree program in fields of study of particular value in Lago.

Under this program, employees who qualify and are selected will be eligible to receive grants covering tuition, school fees plus room and board and annual roundtrip travel for themselves

Programa Pa Asistencia Educacional A Ser Reanuda

Gerencia di Lago a bolbe institui e Programa pa Asistencia Educacional (LEAP) pa empleadonan cualificá kende ta desea di emprende un programa di estudio universitario den ramo di estudio cu ta di particular valor na Lago.

Bao e Programa, empleadonan kende ta cualificá y ser selectá lo ta eligibile pa recibí ayudo cu ta cubri insinuccion, placa di school y ademas gasto di alojamiento y cuminda y un viahe ida-y-vuelta cada anja pa nan mes y nan esposa y yunan cu ta acompaña nan.

E Programa a ser descontinúa como cinco anja pasa pasobra poco empleadonan cualificá tabata interesá. Sinembargo, cu e empleo di personal nobo den ultimo poco anja, Gerencia di Lago ta di opinion cu e cantidad di empleadonan cualificá a aumenta substancialmente pa hustifica re-anudacion di e programa.

Pa ser eligible, un empleado mester tin por lo menos un anja di servicio cu Lago, mester ta cualifica pa aceptacion na un universidad reconocí pa un estudio di interes pa Lago y despues di a termina su estudio mester ta di acuerdo pa traha 15 anja na La-

and accompanying wife and children.

The Program was discontinued about five years ago because few qualified employees were interested. However, with the new employments of the past few years, Lago Management feels that the number of qualified employees has increased substantially to justify its reinstatement.

To be eligible an employee must have at least one year of Lago service, be qualified for acceptance by a recognized university in a Lago-related discipline and agree to work 15 years at Lago for each year of assistance received upon completion of studies.

Employees who have questions about this Program, may contact R. A. Nicolaas in the Employee Relations Department, phone 2822.

go pa cada anja di asistencia cu el a recibí.

Empleadonan cu tin preguntas tocante e Programa aqur, por tuma contacto cu R. A. Nicolaas den Depto di Employee Relations, Telefon 2822

Peterson, Trimon Promcvi

Continúa di página 1

Juli 1975 el a traha den Division di Proteccion contra Candela di Depto di Seguridad Industrial como Asistente Hefe di Bomberos y como Hefe di Bomberos. Na Juli 1975 el a bolbe pa Seccion di Inspeccion di Equipo di Mechanical Engineering Division den puesto di Hefe di Grupo di Seccion di Inspeccion di Equipo, cual puesto el tabata ocupa promer di su promocion di Februari 1981.

Pete a studia varios curso na Aruba, Venezuela y na Estados Unidos. Su hobbies ta inclui landamento, we-

Retirement



Julio Jansen
Process - Oil Movements
36 Years
April 1, 1981

ga di futbol y fotografia.

Como un graduado di 1946 di School di Ofishi di Lago, Chemmy Trimon a cuminsa su carera na Lago den Seccion di Instrument di Mechanical Den e departamento aqur el a avanza den e varios posicionnan di Engineering Assistant y ariba April 1, 1972 el a avanza pa Engineering Technician, cual posicion el tabata ocupa promer di su promocion di Februari 1, 1981.

Durante su hopi anjanan cu compania, Chemmy tabata activamente envolvi den un cantidad di proyectos, entre otro construccion di tanki, tuberia, facilidatnan di mezcla azeta y pier pafor den lama, construccion di fomo di visbreaker y mejoracionnan di fractionation towers. Na Mei 1972 el tabata parti di un team di inspeccion di Esso Research ariba e proyecto di HDS-II.

El a tuma varios curso, ambos na Lago na Aruba y na Estados Unidos. Den su tempo liber, el ta gusta piscar, landamento y prepara barbecue. Tambe el ta gusta scucha musica stereo y na tape, y leza booki.

Aruba Esso Club Elects 1981 Carnival Queen



Esso Club Carnival queen candidates: (L to R) Judith Wever, Charis van Wijk, Iska Pieters, Children's Carnival Queen Rosy Oduber, Ann Marie Hernandez and Carlo Geerman.



Esso Club Vice President J. Croes (L) crowned Esso Club Youth Carnival Queen Judith Wever, while Esso Club Ex-Pres. M. Angela crowned 1981 Esso Club Carnival Queen Ingrid Rasmijn. In center, 1980 Esso Club Carnival Queen Cheryl Buckley.

Aruba's Youth Queen Election and Coronation at RCA Stadium Feb. 19



Candidatas pa Reina Juvenil cu Vice President di Lago Per Nord coronando Reina Juvenil di Carnaval Marjorie Flemming. Runner-up tabata Linda Fingal.



Youth Queen candidates with Lago Vice President Per Nord crowning 1981 Youth Carnival Queen Marjorie Flemming. Runner-up was Linda Fingal.

1981 Aruba Carnival Queen Election and Coronation in RCA Stadium Feb. 26



Sixteen Candidates for Aruba's 1981 Carnival Queen Election



Runner-up for 1981 Aruba Carnival Queen Marlena Wartman.



Lt. Governor Frans Figaroa crowns 1981 Aruba Carnival Queen Connie Itrausquin.



*Esso Club Peacock Fantasy
Wins Group-of-the-Year Award*





Children's Carnival



Grand Parade



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Juan Noguera Named Safety/Industrial Hygiene Administrator at Lago

Juan Noguera has recently been transferred from Technical Department - Process Technical Services Division to the Employee Relations Department, to fill the position of Safety/Industrial Hygiene Administrator that became vacant with the resignation of Everett Beaujon.



J. Noguera

An outstanding student of the 1955 Lago Vocational School graduation class, Juan was the winner of a Lago Scholarship to continue his education abroad. He enrolled at the Allentown High School at Allentown, Pennsylvania, immediately following graduation.

In 1955 he returned to Lago and was assigned to the Process Control Division of the Technical Department as an Engineering Trainee. In this department he progressed to Engineering Assistant — the position he held until September 1963 when he was granted an Educational Leave of Absence to study Chemical Engineering at West Virginia Institute of Technology.

Following graduation in 1967 with a B.S. degree in Chemical Engineering, he returned to Lago and was assigned to the Technical Department as a Chemical Engineer. In the Technical Department he acquired a wide range of experience and handled different important projects in the divisions of Process Control, Economics, M. C. S., Process Development and Process Technical Services and the Oil Movements Division of the Process Department.

Juan Noguera a Ser Nombra Como Administrador Pa Lago Su Safety-Industrial Hygiene Section

Juan Noguera recientemente a ser transferi for di Depto. Technico - Process Technical Services Division pa Employee Relations Department pa ocupa e posicion di Administrador di Safety/Industrial Hygiene, cual a bira vacante despues di retiro di Everett Beaujon.

Siendo un estudiante sobresaliente di e klas 1955 di School of Ofishi di Lago, Juan tabata ganador di un Be-ca di Lago pa sigui su estudio pafor di Aruba. El a registra na Allentown High School na Allentown, Pennsylvania, pronto despues di graduacion.

Na 1956 el a bolbe na Lago y a ser asigna na Process Control Division di Depto. Technico como un Engineering Trainee. Den e departamento aqui el a progressa pa Engineering Assistant cual posicion el a ocupa te September 1963 tempo cu el a recibí

in recognition of his contributions in these fields he was promoted in 1970 to Senior Engineer, the position he held prior to his transfer to the Employee Relations Department.

Juan has participated in a number of Technical, Process and Management courses sponsored by the company both in Aruba and in the U.S.A. He is an active Amateur Radio Operator and is presently assisting the Radio Amateurs of Venezuela to organize a convention in Aruba.

un Permiso pa Ausencia Educacional pa studia Ingenieria Quimica na West Virginia Institute of Technology. Despues di a gradua na 1967 cu un grado di Bachiller den Ingenieria Quimica, el a regresa na Lago y a ser asigna como un Ingeniero Quimico den Departamento Technico. Den e departamento aqui el a obtiene un variedad di experiencia y a emprende diferente proyectos importante den e divisionnan di Process Control, Economics, M.C.S., Process Development y Process Technical Services y den Oil Movements Division di Depto. di Process. En reconocimiento di su contribucionnan ariba e terrenonan ey, el a recibí promocion pa Senior Engineer na 1970, cual posicion el tabata ocupa promer di su transferencia pa Depto. di Employee Relations.

Juan a participa den un variedad di cursonan di Process, Technico y di Gerencia bao auspicio di Compania ambos na Aruba y na Estados Unidos. El ta un Radio Amateur activo y actualmente el ta asistiendo Radio Amateurnan di Venezuela pa organiza un convencion na Aruba.

Seccion di Nursing Forma den Depto. Medico; Nurse Wilson, Barry, Sharpe a Haya Promocion

Electivo Maart 1, 1981, un Seccion di Nursc a ser formá den Depto. Medico di Lago. E seccion, cu ta encerrá tur personal cu ta nurse, ta bao un Hefe di Nurse. Hunto cu e cambio den e organizacion aqui, Nurse-nan Joan M Wilson, Elcie A Barry y Cynthia F. Sharpe a ser promoví.

Nurse Wilson a recibí promocion pa Hefe di Nurse y tin responsabilidad supervisorio pa e Seccion di Nurse. Nurse-nan Barry y Sharpe a ser promoví pa Senior Nurse y cu e promocion aqui ambos a bira miembro di gerencia.

Nurse Joan M. Wilson a gradua for di St. Elizabeth Hospital na Leiden, Hulanda, na April 1962. Despues di a gradua el a sigi su educacion pa Nurse Obstetrico na Vroedvrouw Kweekschool di Rotterdam, na unda

el a obtene su diploma na November 1962.

Na Januari 1963 el a ser emplea na Depto. Medico di Lago como un Nurse (Enfermera). Na Januari 1969 el a haya promocion pa Staff Nurse, cual posicion el tabata ocupa te su reciente promocion. Den pasado el a actua na varios ocasion como Supervisorio di Nurse.

Nurse Barry a gradua for St. Gertruiden Hospital na Deventer, Hulanda, na 1963. Duespues di su graduacion, el a sigui studia pa Enfermera Obstetrico na Het Wijschool Deventer, na unda el a obtene su diploma na Augustus 1964. Na November 1964 el a cuminsa traha na Lago como un Nurse den Depto. Medico. Na Januari 1967 el a haya promocion pa Staff

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Un Anja Sin Un Desgracia Incapacitante

Ariba Maart 25, 1981, empleadonan di Lago a completa UN ANJA of 2,500,000

ORA DI TRABAO sin un desgracia incapacitante na trabao.

FELICITACION y DANKI na TUR I

Lago Nos Yuda Extende e Record Espandido aqui!



Seccion di Nursing

(Continua di pag. 11)

Nurse, e posicon cu el tabata ocupa te cu su reciente promocion.

Nurse Sharpe tabata originalmente emplea como un Nurse Aid for di November 1956 te Augustus 1957, tempo cu el a retira pa bai studia pa enfermera na St. Joseph Hospital na Venlo, Hulanda. Despues di a gradua na September 1960, el a sigui studia pa Enfermera Obstetrico na St. Laurentius Hospital na Roermond, na unda el a recibí su diploma na April 1961. Na Juni 1961 el a ser re-emplea como un Nurse den Depto. Medico. El a haya promocion pa Staff Nurse na Februari 1962, cual posicon el tabatin promer di su reciente promocion.

Johan Krozendijk Honored for Achieving 40-Year Service Milestone at Lago March 28

On March 28, 1981, Johan Krozendijk, a Materials Clerk I in Mechanical-Materials, commemorated his 40th service anniversary at Lago. Honoring him on this occasion at a dinner at the Talk-of-the-Town Restaurant that day was Mechanical Manager W. J. Lambertin, who congratulated him and thanked him for his many years of contribution to Lago's Storehouse operations. He also presented him with the 40-year service certificate and emblem. Also attending the dinner were guests of Johan, his wife Mrs. Petrona Krozendijk and daughter Luz-Mary, and department representatives H. R. Theysen and Johan Werleman.

Johan began his Lago career on March 28, 1941, in Mechanical - Warehouse as a Mechanical Apprentice D. From 1944 to 1946 he served in the local army.

Returning to the Warehouse in 1946, he was assigned to the position of Storehouse Helper, later progressed through the Apprentice Clerk positions and became an Order Clerk in

Johan Krozendijk a Ser Honra pa Complimento Di 40 Anja di Servicio cu Lago Maart 28

Ariba Maart 28, 1981, Johan Krozendijk, cu ta un Materials Clerk-1 den Mechanical - Materials, a conmemora su di 40 aniversario di servicio cu Lago. Na e ocasion aqui el a ser honra na un comida na Talk-of-the-Town Restaurant e dia ey pa Gerente di Mechanical W. J. Lambertin, kende a felicite y a gradicie pa su hopi anjas di contribucion na operacionnan di Storehouse. Tambe el a presenté su certificado y emblema di 40 anja di servicio. Tambe presente na e comida tabata huespedes di Johan, su esposa Sra. Petrona Krozendijk y yiu muher Luz-Mary, y representantes di

1953. He subsequently worked as Order Reviewer, Materials Clerk 2 and was promoted to Materials Clerk 1 in 1971. In 1966 he acted as an Area Supervisor and since 1979 he acted on several occasions as Supervisor-Materials in the Local Purchasing Section.

In his free time Johan likes watching football and boxing matches and occasionally he goes fishing.

Johan, his wife Petrona and their 17-year-old daughter Luz-Mary live at Plantersrust 4-B.

Let's Be,
Accident-Free,
On the Job,
Around the Home
And in Traffic.

Vice President Pär Nord addressing group of seventeen Process workers who recently participated in a 3-week Process Training Program for operating personnel. The classroom training using S.T.I.P. (Skills Training Improvement Program) material, started Feb. 23 and ended March 13. The program was under direction of Joaquin Croes and Duffi Kock. Course leaders were: H. J. Fuijooah, G. M. Hinz, B. E. Wenzel, R. C. Tackling, I. W. Gibson, C. R. Emerencia, C. A. Koolman, Frits Maduro and S. Geerman.

Vice Presidente Pär Nord papiaando cu grupo di diezasete trahador di Process cu poco tempo pasá a cuminsa un curso di Process Training di tres siman.

departamento H. R. Theysen y Johan Werleman.

Johan a principia su carera na Lago ariba Maart 28, 1941, den Mechanical - Warehouse como un Mechanical Apprentice D. For di 1944 te 1946 el a sirbi den Schutterij. Despues di a bolbe pa Warehouse na 1946, el a ser asigná pa e puesto di Storehouse Helper, a progressa despues den e posicionnan di Apprentice Clerk y a bira un Order Clerk na 1953. Luego el a traha como un Order Reviewer, Materials Clerk 2 y a recibí promocion pa Materials Clerk 1 na 1971. Na 1966 el a actua como un Area Supervisor y desde 1979 el a actua na varios ocasion como Supervisor di Material pa Compras Local.

Den su tempo liber Johan ta gusta mira wega di futbol y boxeo y ocasionalmente el ta bai pesca.

Johan, su esposa y nan yiu Luz-Mary di 17 anja ta biba na Plantersrust 4-B.



Mechanical Manager W. J. Lambertin presenting 40-year service award to Johan Krozendijk of Mechanical-Storehouse. Gerente di Mechanical W. J. Lambertin ta presentá certificado di 40 anja di servicio na Johan Krozendijk.

ARUBA

Esso



Lago Oil & Transport Co., Ltd.

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Lago Planning and Supply Organization established in Coral Gables



Seated l. - r.: Antonio Nemecek, John Holzer and John Bell. Standing from l. - r.: Ken Booi, Subbarad Kikeri, Ernard de L'Isle, Rudolf Jessurun, Cobi Geerman and Dan Harcharik.

Effective October 1, 1981, the Business Planning and Supply Department at Lago was officially discontinued and the Lago Planning & Supply Organization in Coral Gables was launched. The budget monitoring and coordination activities of B.P. & S. were assumed by the Technical Department and its responsibility for the daily crude products coordination, short term refinery economics and local commercial business activities were assigned to the Process Department.

The main functions of the Lago Planning and Supply Organization are to provide commercial and supply coordination service between Lago and its customers, conduct economic studies involving the refinery and its supply organizations and to develop supply and operating plans.

Mr. Stu Bengtson has been named a Vice President of Lago with responsibility for the Planning and Supply Organization. The new organization consists of two departments, namely, the Supply Department headed by Mr. John H. Bell and the Long Range Department headed by Mr. John M. Holzer.

The Supply Department has two divisions, the Coordination & Planning and the Business Analysis Division. The Coordination & Planning Division coordinates quarterly stewardship review of key Lago operations to evaluate planning bases and assess cost/benefit effects of operational adjustment. It also develops crude and product inventory management guidelines, and appraises EIA and Lago Management of key supply/demand developments.

This Division is headed by Jack Fitzgerald and includes Bill Bindeman, Senior Advisor, Steve Sayuk, Advisor, Ernard de L'Isle, Rudolf M. Jessurun and Subbarao L. Kikeri as Engineering Associates, Kenneth O. Booi, Senior Engineer and J. Paquette as Analyst.

The Business Analysis Division develops and maintains refinery economic guidelines for use in marginal cost/value analyses, investigates alternative economics of various

(Continued on page 3)

Lago ta yuda empleadonan prepara pa muda pa Coral Gables

Entre Oktober 19 y 21, 1981, e prome grupo di empleadonan y familianan traslada pa e Organisasashon nobo di Lago Planning and Supply lo viaja pa Coral Gables. Te awor mudamento pa Coral Gables a bai sin problema.

Dia cu e empleadonan a wordo acerca encuanto e traslado pa Coral Gables varios preguntanan y preocupashonnan a ser treci anba. E empleadonan kier a sa tocante e posibilidatnan pa hanja cas, facilidatnan di school pa nan juniun y con nan juniun lo fit den e sistema di school americano. Kiko ta Lago su manejo encuanto traslado? Den un esfuerzo pa contesta e preguntanan y hasi e traslado mas suave posibel Lago a bin cu cierto iniciativanan.

Na prome lugar, Dr. Bert Kleiman, director di Dade County School a wordo invita pa bin Aruba. Aki Dr. Kleiman a bishita Afdeling Onderwijszaken pa hanja informashon riba e sistema y leerplan na Aruba y riba e exigencianan cu e muchanan lo topa ora nan bolbe back. Tambe a wordo regla pa Sr. John Grube di Employee Relations Department di Esso Inter-America bin Aruba junto cu un representante di Stadler Associates, un compania di real estate pa cubri e proceso di orientashon di e grupo na Florida y pa dunanan informashon riba e mercado di huurmento di cas.

Dia 11 di Agosto tabatin un dia henter cu seshonnan di informashon pa e empleadonan y nan casanan na Esso Club. E seshonnan tabata cubri topiconan manera Orientashon riba e sistema di school americano en general y e Dade County School muy en particular. E capacidatnan di educashon di Dade County su sistema di school a wordo ampliamente explica y tambe tabatin seshonnan special cu e mayornan cu tabata tin preguntanan specifico, a wordo muestra slides di e aria di Coral Gables incluyendo informashonnan riba casnan cu ta disponible y riba gastonan y condishonnan di bida eynan.

E school di Seroe Colorado a cuminsa cu un curso special di ingles pa e muchanan cu ta bai Florida. Dia cu Seroe Colorado School a habri na September e muchanan aki a cuminsa bai school eynan y asina hanja orientashon den e programa educashonal americano. Na me tempo nan a sigi cu nan lesnan di ingles. Ora nan jega Miami y drenta school aya nan lo wordo getest riba nan saber di ingles y nan lo hanja un entrenamiento especial pa hanja mas habilidad den ingles pa asina por bai den e klas di acuerdo cu nan edad.

Tur empleadonan y nan casanan a bai Florida pa busca cas. Cada uno a hanja un representante di Real Estate cu a yuda nan busca un cas aceptabel. Nan tur por a resolve e problema di hanjamento di cas durante e viahe aki. Den entrevista cu algun di e señoran nan a bisa cu nan ta contento cu e manera e mudamento a bai te awor. "Florida tin hopi di ofrese, tin hopi actividatnan y lugarnan pa bai cu muchanan bishita. Aunque a ta un cambio grandi, toch mi ta contento cu n'ei" un di e casanan a bisa.

Lago y Esso Inter-America a coordina e mudamento grandi aki y ta contento cu hopi di e preocupashonnan cu tabata tin na cuminsamento a wordo elimina. E compania ta consciente di e tenshonnan y problemanan cu mudamento asina por trece y ta reconoce e necesidad pa minimalisa nan.

ARUBA

Lago Oil & Transport Co. Ltd.
Lago, Netherlands Antilles

Editor: Mrs. M. Kelly-Buckley
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Reorganisashon den Departamento di Controller's

Durante e ultimo lunanan un cantidad di cambianon a tumá lugar den departamento di Controller's. E cambianon tabata mayoria parti den terreno di consolidashon di trabow den e departamento mes, consolidashon cu funcshonnan di otro departamentonan, regroupashon di funcshonnan y den algun casonan establecimiento di seccionnan nobo pa mehora e eficiencia di e departamento den dunamento di servicio.

Un cambio recientemente tabata e traslado di e Documentation Group di Planning and Control Section den Oil Movements Division pa Controller's dia prome di Oktober 1981. E traslado aki a wordo hasi riba recomendashon di Oil Loss Task Force cu e objetivo pa forlifica controlnan den asuntunan di contabilidad di azeta perdi. E cambio aki ta forma parti di e Plan di Accion di Lago cu ta dingi riba identificacion, reduccion, control y mehorashon di sistema di contabilidad di perdida di azeta.

V.D. Tin-Tham-San, actualmente Special Projects Leader den Accounting Division, a wordo nombra Consejero y Supervisor Funcshonal di e grupo aki, cu tin e responsabilidad pa implementa recomendashonnan y futuro mehorashonnan relata cu perdida di azeta y oil accounting.

Luciano Krozendijk, Accountant den e Financial Reporting and Analysis Section, a bira Supervisor di e seccion aki. Modesto Ruiz, Accountant den Financial Reporting and Analysis Section, a bai over den e mes capacidad pa Documents Section, unda e lo asumí e funcshonnan relashona cu Material Balance (Slagen Model Analysis). E siguiente personanan cu a bai over pa Controller's Department lo traha huntu cu Modesto Ruiz riba e projecto aki: E.S. Pellegrin, W.W. de Vries, R.T. Loefstop, P.H. Phillips, J.H. Rodriguez, J. de Palm y R.R. Kelly.

Otro cambianon reciente den Accounting Division ta:

Creashon di un Facilities Accounting Section pa consolida e funcshonnan di Capital Budget controls Properties Accounting y General Books. Hubert L. Richardson a wordo promovi como hefe di e seccion aki.

Creashon di un Financial Reporting and Analysis Section den e area di Financial Reporting & Oil Accounting.

E prome responsabilidadnan di e seccion aki ta preparashon y analysisashon di cuentanan financiero provisional, analysis di gastonan di operashon di e corporashon, consolidashon di datonan pa predichon y preparashon di otro datonan financiero y estadisticos cu por wordo usa paden y pafó di e compania. Roberto Dijkhoff a wordo promovi como hefe di e seccion aki.

Cambianon den MCS Division:

Un Applications Development and Support Section a wordo estableci cu D. Boley como hefe interno di e Seccion.

Tur actividadnan pa duna ayudo na e systemanan di programashon a wordo consolida bao Computer Operations y Technical Support Section cu Clark Carter como hefe di e Seccion.

Junto cu e cambio aki Len Hartman y Juan Henriquez a wordo traslada di Process Technical Services di Technical Department pa MCS Division.



Rocky Angela leading Management II session at the Training Center in the Administration Building

Management II workshops focus "Managing Change for Improved Teamwork and Productivity"

In August and September, Phase one of "Management II" workshops was conducted at Lago for Division Superintendents, Section Heads, Zone Supervisors and senior professionals of all departments. Management II is being developed by Esso Inter-America working with the Institute for Management Improvement (IMI) a private consulting group. Lago makes inputs to the workshop design and has the primary responsibility for implementation here. The workshop held in the first week of August also served as the "pilot" of the program for the EIA Region with EIA and IMI staff participating to help test and improve the workshop materials.

Phase two of the workshops will be implemented during November and December of this year for the same participants with Action Plans from those sessions stretching into next year. Management II, Phase three is tentatively scheduled for 1982, second quarter.

The workshops are focussed on "Managing change for improved teamwork and productivity in the 1980's" as one part of Lago's improvement program which is expected to continue over the next several years. Topics covered were: Improving Teamwork, Defining Goals and Objectives, Problem Solving, Leading and Influencing and Communications.

The Phase one workshops were coordinated by Messrs. W.E. (Bill) Brennenan, Employee Relations - Training/Organization Development Coordinator, and Rocky Angela, Special Projects Department Manager. Other Lago workshop leaders were Messrs. R.E. (Bob) Levy, Technical Department Manager, George W. Adams, Division Superintendent - Analytical Conservation and Systems, and N.M. (Mike) Landache, Division Superintendent - Instrument/Electrical. Workshop sessions included theoretical inputs which became practical application when participants developed Action Plans to implement with their work groups back on the job. Each Supervisor received survey results from his

(Continued on page 10)

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Controller's Department Reorganized

During the past few months, a number of organizational changes were effected in the Controller's Department. The changes were mainly in the areas of work consolidation within the department itself, consolidation with functions of other departments, regrouping of functions, and in some cases the establishment of new sections to improve the department's effectiveness in providing service.

A recent change was the transfer of the Documentation Group from the Planning and Control Section in the Oil Movements Division to Controller's, effective October 1, 1981.

This transfer was made at the recommendation of the Oil Loss Task Force with the objective of strengthening controls on oil loss accounting matters.

This change is part of Lago's action directed towards identifying, reducing, controlling and improving accountability of oil loss.

V D Tjin-Tham-Sjin, presently Special Projects Leader in the Accounting Division has been named Advisor and Functional Supervisor of this group, with responsibility for implementation of recommendations and further improvements related to oil loss and oil accounting.

Luciano Krozendijk, Accountant in the Financial Reporting and Analysis Section, has been designated Supervisor of this section.

Modesto Ruiz, Accountant in the Financial Reporting Analysis Section, has transferred in the same capacity to the Documents Section, where he will undertake the functions related to Material Balance (Slagen Model Analysis).

The following personnel transferred to Controllers Department will be working together with Modesto Ruiz on this project:

E S Pellegrin, W W de Vries, R T Loeffat, P H Phillips, J H Rodriguez, J de Palm, and R R Kelly.

Other recent changes in the Accounting Division are:

The creation of a Facilities Accounting Section to consolidate the functions of Capital Budget controls, Properties Accounting and General Books. Mr Hubert L. Richardson has been promoted to Section Head of this section.

The creation of a Financial Reporting and Analysis Section in the Financial Reporting & Oil Accounting area. Its primary responsibilities are the preparation and analysis of interim financial statements, analysis of corporate operating costs, consolidation of data for forecasts and preparation of other financial and statistical data for internal and/or external users. Mr Roberto (Rudi) Dijkhoff has been promoted to Section Head of this section.

Changes in MCS Division

An Applications Development and Support Section has been established with D A Boley as acting Section Head.

All systems programming support activities have been consolidated under the Computer Operations and Technical Support Section headed by Clark Carter. Concurrent with this change Messrs Len Hartmann and Juan Henriquez have transferred from Process Technical Services Division to the MCS Division of the Technical Department.

Other changes in Community Services.

The general services related functions were combined under one division Printing Plant, Telex, Mail and Secretarial Services Group which were formerly part of MCS & Office Services Division. This division has been renamed General Services Division with Mr R Gene Goley as Division Superintendent.



Technical Department Group discussing Teamwork. From left to right: Bob Seidomridge, Bob Arrendell, Don Thurber, Jerry Hale, J. T. Croes, Jerry Bailey and Jags Iyengar.

Management II workshops concentra riba "Maneho di cambionan pa drecha teamwork y producshon den anjanan 1981 pa dilanti"

Na Augustus y September, e prome parti di "Management II" workshop a tuma lugar pa Division Superintendents, Section Heads, Zone Supervisors, y Senior profesionalnan di tur departamentonan. Management II a wordo desaroya door di Esso Inter-America conjuntamente cu e Institute for Management Improvement (IMI). Lago a contribui na e desaroyo di e workshop y tabata primeramente responsabel pa e wordo implementa.

E workshop den prome siman di Augustus tambe a servi como un guia pa e programa di Esso Inter-America pa e region aki y membronan di staff di EIA y IMI a participa pa yuda test y mehora e material di e workshop.

E di dos parti di e workshops lo wordo implementa durante November y December di e anja aki cu plannan di acshon di e seshonnan cu lo sigui te den anja cu ta bin. E di tres parti di Management II ta planea pa 1982 den segundo Kwartaal di anja.

E workshopnan tabata concentra riba "Maneho di cambionan pa drecha teamwork, y producshon den anjanan di 1980 pa dilanti" como parti di e programa di Lago pa jega na un mehorashon den tur sentidonan y esaki ta planea pa sigi e anjanan cu ta bin.

Temanan durante e seshonnan tabata Con pa mehora teamwork, Describi claramente metanan y objetivanan, Con pa resolve problemanan, Con pa guia, influensia y comunicashon.

E workshopnan a wordo coordina door di Srs. W E (Bill) Breneman (Employee Relations - Training/Organization Development Coordinator) y M. (Rocky) Angela (Manager - Special Projects Department). Otro hendenan cu a guia e seshonnan tabata Srs. R E. (Bob) Levy (Manager - Technical Department), G W (George) Adams (Division Superintendent - Analytical Conservation and Systems) y N M. (Mike) Ländäche (Division Superintendent - Instrument Electrical).

E workshopnan ta consisti di un parti theoretico y durante aplicashon di e teorlanan presenta e participantenan por desaroya plannan di acshon cu nan por usa den nan trabow. Cada supervisor a hanja e resultadonan di e encuesta di e hendenan cu ta traha bao dje y esaki ta yudela identifica e anjanan cu mester mehorashon y plannan di acshon.

E Organization Improvement Steering Committee nobo cu a wordo forma ta responsabel pa maneho di e coordinashon total di Management II hunto cu otro metanan y actividadnan di mehorashon di e Organishashon. Lo tin workshopnan y plannan di acshon cu lo continua den 1982 pa asina inclui tur supervisor y personal profesional. Actividadnan den futuro lo involvi tur empleadonan poco poco.



Instructor John Peterson giving explanation of refractory gunning

Technical Department Sponsors Refractory Training Course

A 4-day Refractory Training course was recently sponsored by the Technical Department for Technical and Mechanical employees as well as local contractor employees. Participating in this course were also representatives from the Manref (Nicaragua), and Rasa (San Salvador) refineries. Course coordinator was Luis Giel of the Technical Department and the course leaders were Stan Bronson and John Peterson of Exxon Research and Engineering. What is refractory, its use and importance in Petroleum Refineries? We went to Luis Giel for the answers and here is what we got.

What are refractories?

Refractories are non-metallic materials which exhibit very good physical and chemical stability in high-temperature environments where metals are unsuitable. All refractories have some weaknesses that must be accommodated by the design. This weakness can be poor resistance to thermal shock, chemical attack, corrosion etc. Refractory performance in all cases is never as flawless as has been our experience with most application of metals

Why are refractories used?

Environmental conditions in equipment dictate what construction materials will be required. In most cases metals are used up to about 500°F for pressure and total process containment (furnace casing etc.). Refractory materials are used as a liner to prevent metal temperatures from exceeding, whatever is felt to be that allowable maximum. Apart from offering high temperature resistance, refractory materials can provide high resistance to heat transfer, abrasion, erosion, and corrosion in many applications where metals are inadequate. Without the use of refractories, heat losses would be economically unacceptable in furnaces, boilers, and some vessels. In addition without it the overall containing structure could not be constructed.

Importance of Refractory in Petroleum Industries.

In refineries such as ours, where maintenance of high heat temperatures is required, refractory is of utmost importance. There are many different refractory products, most of which are specifically designed to cope with specific operating conditions. Manufacturers, consumers and ASTM all "classify" refractories but each in somewhat different manner. Success with refractories depends on quality products, proper selection, proper curing and initial heat-up, and operating conditions. The training program's objective was to provide an up-date for those who work with it in the refinery.

Reunion Anual

Na Juni di e anja aki gerencia di Lago a invita tur empleadonan na Esso Club. E intension di e reunionan aki tabata pa informa tur empleadonan riba loque Lago a hasi den e anja cu a pasa y e desaroyonan nobo y plannan di accion di compania.

Tambe pa duna e empleadonan oportunidad pa hanja contesta riba nan preguntanan. Esaki tabata di dos reunion anual cu Lago a tene. Gerencia tabata di opinion cu a bira tempo pa test sentimento tocante e valor cu ta ser duna na e reunion aki y ki cambionan e empleadonan kier mira den e aspecto aki.

Communication Action Team cu ta consisti di empleadonan di varios departamento a ser pidi pa tene un encuesta riba e reaccionnan di empleadonan tocante e reunion aki.

E team aki a entrevista 107 empleado di tur nivel y unidanan na Lago. E resultadonan mas importante ta lo siguiente:

	Second level Supervisors	Otro MPT's y first level Supervisors	Personal Cubri pa contrato
Bo a atende e reunionnan Si	80%	85%	71%
E sesion tabata util pa bo Si	67%	79%	86%
Cu ki frecuencia bo kier e reunionnan			
Anualmente	47%	36%	15%
Mas frecuente	33%	36%	46%
Ora tin evenemento importante pa wordo anuncia	20%	28%	34%
Topico di mas interes cu tin relacion directamente cu Lago			
(Invershonnan nobo, Lago su perspectivanan, objetivonan, operashonnan)	82%	81%	70%
Desaroyonan internashonal (Desaroyo industrial di EIA/Lago)	9%	15%	16%
Desaroyonan di Lago/ Aruba	-	4%	7%
Henter sesion			
Ki otro di mas informashon ta wordo desea			
Resultadonan di Lago y futuro perspectiva	50%	17%	14%
(Comparashon cu otro refinarianan)			
(Hechos riba logronan, ganashi)			
Loque ta interesa empleadonan	30%	50%	82%
(Benefishinan, medico, man-power plan, seguridad di trabao, pago y salarionan)			
Relashona cu Aruba	10%	28%	-
(Explorashon, relacion cu gobierno, Entrega di crudo Venezuela, be-lasting)			

(Continua na pagina 5)

Lago Employees leave for Assignments in Coral Gables



LORETO KOCK



J. H. BELL
Manager - Supply Dept.



J. M. HOLZER
Manager - Long Range Dept.



COBY GEERMAN



KEN BOOI



OMAR BOOI



ERNARD DE L'ISLE



GLENN GEERMAN



DAN HARCHARIK



RUDY JESSURUN



SUBBARAD KIKERI



TONY NEMECEK

SERVICE MILESTONES

30-Year Service Awards



TECHNICAL DEPARTMENT

Wilhelm Geermen
Juen P. Mertijn

Merlo Tromp
Adolf M. Roblas de Madine



EMPLOYEE RELATIONS

Simon D. Geerman

INDUSTRIAL SECURITY

Fernin L. Boesman

LONG RANGE PLANNING

Loreto Kock



PROCESS DEPARTMENT

Pedro Blaalk
Ieldro Boekhoudt
Francisco E. Britten
Juen E. Croes
Juen V. Croes
Porfillo Croes
Crisimo Demien
Juen Dijkhoff
Herman I. H. Euseon
Tomas A. Fierros
Bernard J. Gasman
Antaro Gil
Henry M. Henriquez

Dominico Kally
Antonio S. Merchene
Simplicio E. Qduber
Alberlo Pana
Evereldo M. Peublini
Nouel Quendus
Pedro H. Quent
Crismileno Schwengle
Muelro A. Tromp
Juen van dar Biezen
Pablo D. Vrolijk
Romen Vrolijk
Reymundo Warfemen



MECHANICAL DEPARTMENT

Thomas H. Barmudas
Tarcio Ferro
Daniien Jansen
Pascual A. Quendus
Theodoor V. Rulz

Francisco S. Vos
Aneelmo Laest
Johannee S. Wierama
Federico M. Donete
Miguel A. Dirz



John Every, Assistant Technical Manager presenting Ibrahim Martineez with his 40-year Certificate.

Annual Meeting

Last June, Lago management invited all employees to meetings at the Esso Club. The purposes of these meetings were to inform all employees of Lago's performance in the past year, new developments and company action plans, and to provide an opportunity for employees to secure answers to their questions.

This was the second annual meeting held by Lago. Management felt it was timely to test employee feelings about the value of such meetings and what if any changes would employees like to see.

The Communications Action Team composed of employees from various departments was asked to conduct a survey of employee reactions.

The team interviewed 107 employees from all levels and units at Lago. The following are some of the key results of the survey.

	Second level Supvs & above	Other MFT'S and 1st level Supervisors	Covered personnel
Did you attend			
Yes	80%	85%	71%
Was the session useful to you			
Yes	67%	79%	66%
Preferred frequency			
Yearly	47%	36%	15%
More frequently	33%	36%	46%
When important events are to be announced	20%	28%	34%
Which were areas of most interest presented			
Directly Related to Lago (New investments, Lago lookout, goals, operations, review, etc)	82%	81%	70%
International Developments (EIA/EXXON, industry trends)	9%	15%	16%
Lago/Aruba/Developments Whole Session	9%	4%	7%
What other/more info desired			
Lago results & future outlook (Comparison with other refineries facts on gains, earnings)	50%	17%	14%
Employee concerns (Benefits, medical, manpower plan, job security, wages and salaries)	30%	50%	82%
Related to Aruba (Exploration, Govt. Venezuela-relat ions, taxes)	10%	28%	-

(Continued on page 8)

Lago Planning and Supply Organization establecido na Coral Gables

Efectivo prome di October 1981, e Business Planning and Supply Department na Lago a wordo oficialmente discontinua y e Lago Planning and Supply Organization na Coral Gables a keda establece.

E activadnan di control di manejo di presupuesto y coordinashon di BP & S. a bai over pa Departamento Technico y Process Department a hanja su responsabilidnan di coordinashon di produccion diario di crudo, economia di refinaria na corto plazo y e activadnan comercial y di negoshi local. E funcshonnan principal di Lago Planning and Supply Organization ta pa duna servicio di coordinashon comercial y di entrega entre Lago y su clientenan, conduci estudionan economico tocante e refinaria y su organisashonnan di entrega y pa desaroya plannan di entrega y operashon.

Señor Stu Bengtson a wordo nombra Vice President di Lago cu responsabilidad pa e Planning and Supply Organization. E organisashon nobo ta consisti di dos departamento, jama e Supply Department encabeza pa Sr John Bell y e Long Range Department encabeza pa Señor John M. Holzer.

E Supply Department tin dos division, e Coordination & Planning Division y e Business Analysis Division. E Coordination & Planning Division ta coordina revishon di cada kwartaal di Lago su operashonnan clave pa evalua e basenan di planificashon y determina e efectonan di gastonan y ganashi di ajustamento di operashonnan. Tambe e ta desaroya guanano pa gerencia pa hasi inventario di crudo y produccion y tene e gerencia di Lago y Esso Inter-America na altura di e desaroyonan clave den demanda y entrega.

E division aki ta encabeza pa Jack Fitzgerald y ta inclui Bill Bindeman, Senior Advisor, Steve Sayuk, Advisor Emard de L'Isle, Rudolf M. Jessurun y Subbaroa L. Kiker como Engineering Associates, Kenneth O. Booi, Senior Engineer, y J. Paquette como Analysta.

E Business Analysis Division ta desaroya y mantene guanano di economia di e refinaria pa uso den marginal cost/value analyses, e ta investiga economia alternativa pa varios systemanan di operashon y entrega pa refinarianan di Esso Inter-America, e ta duna apoyo economico na Long Range Planning pa desaroyo di Lago su Corporate Plan, evaluashonnan di proyectonan grandi y Financial & Operating Plan.

E division aki ta encabeza pa Shaun Conaty y ta inclui Ed Griffith y Dan Harcharick como Advisors (conseheronan) Jack H. Branlund, Senior Engineering Associates, Omar A. Booi, Engineering Associate y Glenn A. Geerman y Antonio Nemecek como Senior Engineers.

E Long Range Planning Department ta coordina e desaroyo di Lago su Corporate Plan cu Esso Inter-America

Tambe e ta identifica y formula objectivonan clave di Lago y implementa strategianan relata na topiconan manera capacidad y procesonan optimal di operashonnan di refinaria, identificashon di programa di invershonnan grandi, screening initial y tempo di implementashon den coordinashon estrecho cu Lago su Technical Department y Exxon Research and Engineering.

Ademas e departamento aki ta identifica oportunidnan di inversion a largo plazo y ta participa den estudionan di strategia a largo plazo cu tin un impacto potencial riba Lago su operashonnan. John Holzer ta Manager di e departamento aki cu ta inclui Jacobo S. Geerman, Senior Engineering Associate y Loreto Kock, Senior Engineer.



Safe Practices and Work Permit Rules and Procedures now in Programmed Learning Format

To improve on-the-job safety at Lago, the Safety Section recently acquired a STIP Module for use in teaching the purposes and uses of the manual of "Safe Practices" and "Work Permit Rules and Procedures".

This audio-visual training program was developed jointly by Lago's Safety Section and the National Photographic Laboratory Inc. of Houston. It is a complete instructional unit, consisting of slides of Lago's refinery facilities, accompanying cassettes, programmed worksheet exercises and criteria tests.

The course which provides step-by-step directions on actual classroom administration is not intended to replace classroom instruction, but to provide a learning basis which the trainer can use with his own expertise.

Exercises are designed to provide immediate testing of the knowledge acquired in the slide/tape segment. The course has an eight-hour design. Administration time, however, varies with individual instructor, class size and the amount of discussion encouraged.

The program also includes a test which the instructor may use as a pre-test to demonstrate the trainee's grasp of performance objectives outlined in the sessions.

This new program was initiated in July by Industrial Hygiene Safety Section for Lago and Contractor employees. The use of this Program is aimed at increasing the safety awareness of everyone working on the Lago concession.

Annual Meeting . . .

(Continued from page 7)

	Second level Supervisors & above	Other MPT'S and 1st level Supervisors	Covered personnel
Related to EIA/EXXON	10%	5%	4%
What else needed to improve sessions?			
Change Presentations (Simpler slides/better audio provide handout change timing)	15%	13%	50%
Change Format (Smaller groups shorter sessions question answer period after each presentation solicited written questions)	62%	67%	50%
What else needed to improve sessions Content			
More on projects and goals	15%	7%	-
Video tape followed by question and answer session	8%	13%	-
Is management sincere in efforts to communicate thru such meetings?			
Yes	87%	45%	32%
No	13%	52%	27%
Don't know	-	3%	41%

(Continued on page 10)

Feria Científico ta ser teni na November 1981

E Comité pa Feria Científico di Aruba a anuncia cu un otro feria científico lo ser teni durante e di dos y di tres fin di siman di November 1981 den e Cantina di John F. Kennedy School. E Feria Científico di Aruba pa 1981 atrobe lo ta bao direccion di maestronan di school, cu Sr. Paul van Niel di J.F. Kennedy School como Presidente.

Reconociendo e necesidad pa duna hubentud di Aruba un otro oportunidad pa desaroya nan talento científico, Lago lo duna su completo apoyo y tambe lo financia e feria.

E projectionan lo ser parti den tres categoria basa ariba e nivel di educacion di e schoolnan:

- 1 MAVO, ETAO y Huishoudschoolnan
- 2 Schoolnan pa Educacion Technico Elemental (LTS)
- 3 MTS y Colegio Arubano

Premionan util lo ser poni disponibel pa ganadonan di promer, segundo y tercer lugar den cada categoria, mientras tin premionan separa pa projectionan individual y di grupo. Ademas, cada participante lo ricibi un regalo. E projectionan lo ser juzga pa tres miembro prominente di comunidad Arubano. Mayoria di e schoolnan menciona aqui riba a designa un representante kende lo traha estrechamente cu Comité pa Feria Científico di Aruba den planeamento y organizacion di e feria. Estudiantes por obtene consejo y guia for di nan representantenan di school mientras consejo technico tambe ta disponible for di Lago mediante su miembronan den e comité. Miembronan di e Comité pa Feria Científico di Aruba ta Srs. Paul van Niel - Presidente, R.H. Altman, Ivan Kelly, C. Abbad, y miembronan di Lago R.M.M. Jessurun, E. Fingal y C.Z. de Cuba - Secretario.

Departamento Technico a Sponser Refractory Training

Recientemente e Departamento Technico a sponser un curso di Refractory Training di cuatro dia pa empleadonan di departamentonan Technical y Mechanical y pa empleadonan di contratistanan. Tambe a asisti na e entrenamiento aki representantenan di refinarianan di Manref (Nicaragua) y Rasa (San Salvador). Coordinador di e curso tabata Luis Giel di Technical Department y e instructornan tabata Stan Bronson y John Peterson di Exxon Research and Engineering.

Kiko ta refractory, su uso y importancia pa refinarianan di Petroleo? Nos a acerca Luis Giel pa hanja contesta riba e preguntanan y e a informa nos lo siguiente:

Kiko ta refractories?

Refractories ta materialnan non-metalico cu ta demostra un estabilidad fisico y quimico den lugarnan cu temperaturanan halto unda metalnan no ta resisti. Tur e refractories tin algun debilidad cu mester tene cuenta cuene den e disenjo. E debilidad aki por ta poco resistencia pa intercambio rapido di temperatura e por wordo afecta pa substancianan quimico, corrosion, etc. E resultado cu refractories den tur caso nunca ta mes decepcionante cu nos experiencia cu aplicashon di mayoria di metalnan.

Pakiko Refractories ta wordo usa?

Condishonnan di ambiente den e equipo ta dicta ki materialnan tin mester. Den mayoria di e casonan metalnan ta wordo usa te cu mas o menos 500°F pa preshon y den e proceso total materialnan di refractories ta wordo usa como un capa di proteccion pa evita cu e temperaturanan di metal ta subi pasa lo que ta wordo considera como un maximum aceptabel. Fuera di ta ofrece resistencia na temperaturanan halto materialnan di refractory ta resisti hopi contra cayente,

(Continues na pagina 10)

Lago Helps employees and family to prepare for Coral Gables Move

During the week of October 19, 1981, the first group of employees and families leaves to take up their assignments in the newly formed Lago Planning and Supply Organization in Coral Gables. Thus far the move to Coral Gables has been proceeding smoothly.

When employees were approached about the move to Coral Gables a number of questions and concerns were raised. Employees wanted to know about housing, schooling facilities for their children and how their child would fit into the American school system. What were Lago's policies governing the move? In an effort to address these questions and make the transition smooth Lago took certain initiatives. First, Dr. Bert Kleiman, Superintendent of the Dade County School was invited to Aruba. Dr. Kleiman visited with officials of our local department of Education to get acquainted with the Aruban School System, its curriculum and the requirements the children will have to meet upon return. Arrangements also were made for Mr. John Grupe of Esso Inter-America's ER Department and a representative of Stadler Associates, a real estate relocation group, to come to Aruba to cover the orientation process in Florida with the group and to provide them with information on real estate rental market. On August 11, an all-day information session was held with employees and their wives at the Esso Club. The session covered such topics as:

Orientation on the American School System in general and the Dade County School in particular. The educational capabilities of the Dade County System were fully explained and private sessions held with those parents who had specific questions, slides presentations of the Coral Gables area, including information on available housing, costs and general living conditions were presented. A special English course was begun at the Serco Colorado School for the children moving to Florida. When the SC school year started in September, these children began attending classes and commenced the orientation process to the American educational program. At the same time, they continued their English language classes. When they arrive in Miami and enter the local school system they will be tested for English proficiency and be given special training to reach a level of proficiency permitting them to follow the normal class work for their age group.

All employees and their wives had a house-hunting trip to Florida. Each was assigned a real estate representative who helped them locate acceptable housing. All were able to settle their housing problems during these visits. Interviews held with some of the wives indicate that they are happy with the way the move has gone thus far. "Florida has a lot to offer, a lot of activities and places for children to visit. Although it is a big change, I am looking forward to it" said one of the wives. Lago and EIA have coordinated the big move and are pleased to see that many of the initial concerns have been eliminated. The Company is well aware of the stresses and problems such moves can present and recognizes the need to minimize them.

Lago Planning . . .

(Continued from page 1)

operating/supply modes for IEA refineries, provides economic support to Long Range Planning for development of Lago's Corporate Plan, major project evaluations and Financial & Operating Plan.

This division is headed by Shaun Conaty and includes Ed Griffith and Dan Harchanick as Advisors, Jack H. Branlund, Senior Engineering Associate and Glenn A. Geerman and Antonio Nemecek as Senior Engineers.

The Long Range Planning Department coordinates the development of Lago's Corporate Plan with EIA. It also

identifies and formulates key Lago objectives and implementation strategies related to such issues as optimum sizing/processing capability of refining operations, major investment program identification, initial screening and implementation timing in close coordination with Lago's Technical Department and Exxon Research and Engineering. In addition this department identifies long range investment opportunities and participates in Long Range Strategy studies potentially impacting on Lago operations. John Holzer is the Manager of this unit which also includes Jacobo S. Geerman, Senior Engineering Associate and Loreto Kock, Senior Engineer.

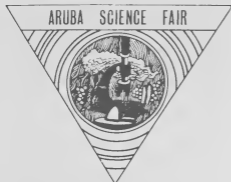
Reunion Annual . . .

(Continúa for di pagina 4)

	Second level Supervisors y esnan mas halto	Otro MPT's y 1st level Supervisors	Personal cubri pa contracto
Relashona cu IEA/Exxon	10%	5%	4%
Kiko otro por drecha e seshonnan			
Cambia presentashonnan	15%	13%	50%
Slides simpel/mihor posibilidad pa scucha duna un folieto cambia e ora di presentashon			
Kiko otro por drecha e seshonnan (continua)			
Cambia e tamano di gruponan y di seshonnan	62%	67%	50%
Gruponan mas chiquito Seshonnan mas cortico Duna oportunidad pa hasi pregunta y hanja contesta despues di cada presentashon Pidi pa pregunta por escrito			
Contenido			
Mas concentra riba porjectonan y objectivonan	15%	7%	-
Presenta video tape sigi door un seshon di preguntanan y contestanan	8%	13%	-
Gerencia ta sincero den nan intento pa comunica pa medio di e reunionnan aki			
Si	67%	45%	32%
No	13%	52%	27%
Mi no sa	-	3%	41%

E Communications Action Team recientemente a discuti e resultadonan cu gerencia di Lago. Claramente cu hopi bon proposhonnan a wordo hasi y esakinan lo wordo tuma na cuenta.

E resultadonan ta muestra cu aunque tin lugar pa mehorashon e mayoria di empleadonan ta hanja e seshonnan di valor.



Science Fair to be held in November, 1981

The Aruba Science Fair Committee announced that another science fair will be held during the second and third weekends in November, 1981, in the John F. Kennedy School Canteen. The 1981 Aruba Science Fair will again be under the direction of school teachers, with Paul van Niel of the J.F. Kennedy School as Chairman.

Recognizing the need of providing Aruba's youth another opportunity for developing their scientific talents, Lago will give its full support and also finance the fair.

The projects will be divided into three categories based on the level of education of the schools:

1. MAVO, ETAO and Home Economics Schools
2. Schools for Lower Technical Education (LTS)
3. MTS and Colegio Arubano

Useful prizes will be made available for first, second and third place winners in each category, with separate prizes for individual and group projects. In addition, each participant will receive a gift. The projects will be judged by three prominent members of the Aruban community. Most of the schools mentioned above have nominated a representative who will work closely with the Aruba Science Fair Committee in planning and organizing this fair. Students can obtain advice and guidance from their school representatives, while technical advice is also available at Lago through its members on the committee: Aruba Science Fair Committee members are Paul van Niel - Chairman, R.H. Altman, Ivan Kelly, C. Abbád, and Lago members R.M.M. Jessurun, E. Fingal and C.Z. de Cuba - Secretary.

Management II . . .

(Continued from page 2)

subordinates helping him identify the areas for improvement and action planning.

The newly formed Organization Improvement Steering Committee is responsible for monitoring the overall coordination of Management II with other Organization Improvement goals and activities. Workshops and action planning will continue through 1982 expanding to include all supervisors and professional personnel. Future activities will increasingly involve all employees.

Annual Meeting . . .

(Continued from page 8)

The Communication Action Team recently discussed these results with Lago management. Clearly, many good suggestions have been offered and will be considered. From the results, it is apparent that while there is room for improvement, the vast majority of our employees find the sessions of value.

Practicanan di Seguridad y Reglamentonan y Procedimento di Permit pa traha awor den Systema di Enseñanza Programa

Pa mehora seguridad na trabao den Lago, Safety Section recientemente a obtene un programa di entrenamento yama S T I P cu por wordo usa pa sinta e propositonan y uso di e Manual di Safe Practices y Work Permit Rules and Regulations Procedures.

E programa Audio-Visual di entrenamento aki a wordo desaroya conjuntamente door di Lago su Safety Section y National Photographic Laboratory Inc of Houston. E ta un unidad di instruccjon completo, consistiendo di slides di Lago su facilidatnan di refineria, acompaña di cassettes ehericionan programa y criteria test.

E curso cu stap pa stap ta duna direccion con pa administratele den klas, su intension no ta pa reemplaza instruccjon den klas, pero pa duna un base di enseñanza cu e instructor por usa hunto cu su propio conocimiento. Ehericionan ta disenja pa duna inmediato checkmento di conocimiento haya for di partinan di slide y tape. E curso ta disenja pa wordo duna den ocho ora. Su administrashon, sin embargo ta varia cu instructor, grandura di e klas y e cantidad di discusion cu ta ser encurasha.

Den e programa ta inclui tambe un test cu e instructor por usa com un test adelanta pa demonstra cu e trainee a comprende e obheccion cu ta wordo instrui den e seshonnan.

E programa nobo aki a ser inicia na Juli door di Industrial Hygiene/Safety Section pa empleadonan di Lago y contratista. Uso di e programa aki ta pa haci tur hende cu ta traha riba e terreno di Lago bira mas conciente di seguridad.

Refractories . . .

(Continued from page 11)

gastamento, erushon y corushon den hopi aplicashonnan unda metalnan ta inadecuado. Sin uso di e refractories, perdida di cayente den fornonan boileran y cierto equiponan lo ta economicamente insoportabel. Ademas sin esaki e integridad total di e construchon no por wordo adquiri.

Importancia di Refractories den Industria Petrolera.

Den refinarianan manera e di nos unda ta necesario pa mantene e cayente di e temperaturanan halto, refractories ta di hopi importancia. Tin diferente produccionan di refractories, mayoria di nan ta específicamente disenja pa resisti na e condishonnan di operashon especifico. Fabricantenan, consumidorman y e American Society for Testing and Materials (ASTM) tur ta clasifica refractory, pero cada un na un manera diferente. Exito cu refractories ta depende di e calidad di e produccion, seleccion apropiá, preparashon propio, keitamento, inicial y condishonnan di operashon. E meta di e programa di entrenamento tabata pa tene esnan cu ta traha cu refractories den refineria na altura di e ultimo desaroyonan den refractories.

Controllers reorganiza . . .

(Continued from page 2)

Cambianan Den Community Services:

E funcshonnan relaciona cu servicio general a wordo combina bao di un division Printing Plant, Telex, Mail y e grupo di Secretarial Services cu tabata forma parti di MCS y Offices Services Division a wordo traslada pa community Services Division. E division ta jama awor General Division y Sr. Gene Goley ta Division Superintendent.

ARUBA

Esso



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

VOL. 42 - NO. 4

NOVEMBER 1981

Lt. Governor F. Figaroa opens Aruba Science Fair Exhibit



Mr. Paul van Niel, Chairman of Aruba Science Fair assists Lt. Governor Frans Figaroa and Lago President, Jerry Golden with the huge key.

By turning a huge key, Lt. Governor Frans Figaroa officially opened the 1981 Aruba Science Fair Exhibit at the John F. Kennedy School on Friday, November 13, 1981.

The official opening was preceded by a brief ceremony in which Paul van Niel, Chairman of the Aruba Science Fair Committee welcomed the special guests. Among the special guests apart from Lt. Governor Figaroa were Deputy of Education Felix Flanegin, Lago President Jerry Golden, Lago PR/Marketing Manager Fritz Beaujon, John Every - Assistant Technical Manager, Inspectors of Education, Government Department Managers and others. Mr. Van Niel thanked the teachers and the participants for their hard work and dedication, and Lago for once more sponsoring the Science Fair. He expressed the hope that in the future more schools would participate in the Fair.

This year, the Aruba Jaycees made prizes available for the best energy conservation project in each category. Jaycee President Jozef Croes announced the winning projects.

Lago's Assistant Technical Manager John Every spoke on behalf of the Company and congratulated students with their prize-winning projects. He remarked that all participants were winners because of the experience and skill they acquired while studying and developing their projects, and expressed the hope that this valuable experience would spark enthusiasm in them for furthering their studies in the technical field.

Mr. Every concluded by stating that Lago would be willing to sponsor a Science Fair again next year.



Assistant Technical Manager, John Every felicitando e ganadornan.

Gezaghebber ta habri exhibicion di Feria Cientifica di Aruba

Door di drei un jabi formal Gezaghebber F. Figaroa a haci e apertura oficial di e Feria Cientifica na John F. Kennedy School diavieirne 13 di November 1981.

Prome cu e apertura oficial mes tabatin un ceremonia cortico caminda Paul van Niel, presidente di e Comision cu a organiza e feria cientifica a duna bon bini na e huespednan especial.

Entre nan tabata Gezaghebber Figaroa, Diputado di Educashon Felix Flanegin, Presidente di Lago, J. Golden, Lago su gerente di PR/Marketing Fritz Beaujon, Inspectornan di Enseñanza, Hefenan di departamentonan di gobierno y otro nan.

Sr. Van Niel a gradici e maestronan y participantenan pa e projectonan, nan trabao duru y dedicashon y Lago cu un biaha mas a sponsor e Feria Cientifico E a expresa e esperanza cu den futuro mas school lo participa den e feria.

E anja aki Aruba Jaycees a pone premionan disponible pa e mihor projecto den cada categoria, cu ta trata di spaar energia. Jozef Croes, e presidente di Jaycees a anuncia e projectonan cu a gana.

Sr. John Every, Gerente Asistente Technico di Lago a pagia na number di e Compania ya felicita e ganadornan cu prijs cu nan a hanja pa nan projecto. E a remarca cu tur participante ta ganador ya cu nan a hanja experiencia y destreza ora nan a studia y completa nan projectonan.

Ei a expresa esperanza cu tal experiencia valioso lo ta inspirashon pa nan, pa continua nan estudionan riba campo technico. Sr. Every a conclui participando cu Lago ta dispuesto pa patrocina otro anja un feria cientifica atrobe.

ARUBA

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Survey of communications effectiveness at Lago

At the initiative of Lago Management an Action Team was formed last May to evaluate the effectiveness of communications within Lago. The Team consisted of seven members drawn from MPT and wage ranks. They were E Brown (Mechanical Department), J.V. Croes (Process Department), N Emerencia (Mechanical Department), S James (Process Department), K Pollard (Mechanical Department) and Modesto Ruiz (Controller's Department). F. Beujon - Pub. Rel./Marketing Manager was the coordinator.

The team decided after considering the task and alternative approaches that the best approach was to survey all employees. The survey forms were distributed and completed during September. The results were presented to Lago Management by the CAT group on October 29.

Since the data came from employees, Lago Management feels that employees have a right to see the results of the survey. The following are the highlights broken into three broad response groups:

	Wage personnel	MPT's and 1st level Supervisors	Second level Supervisors & above S. MPT's
Participation (numbers)	515	218	78
Service (years)			
1 - 5	31%	28%	30%
6 - 20	11%	12%	13%
21 - 30	19%	21%	22%
30 +	35%	39%	33%

On a group of 12 topics, employees were asked to identify how they do learn about such matters and also how they think they should hear about them. The following are the preferred means among those that said they are informed:

	Wage personnel	MPT's and 1st level Supervisors	Second level Supervisors & above S. MPT's
Co. Goals & Objectives	Co. Publ.	Div. Supt.	Dept. Mgt.
Progress on Goals	Co. Publ.	Div. Supt.	Dept. Mgt.
Technical Problems	1st L. Supt.	2nd L. Supt.	Div. Supt.
Personnel Problems	1st L. Supt.	2nd L. Supt.	Div. Supt.
Lago's Operations	Co. Publ.	Co. Publ.	Div. Supt.
Lago's Outlook including New projects/investments	Top Mgt.	Top Mgt.	Dept. Mgt.
Planned Personnel & Organizations changes	Co. Publ.	Div. Supt.	Dept. Mgt.
Reason for these changes	Co. Publ.	Div. Supt.	Dept. Mgt.
Business Environment/Influence on Lago	Co. Publ.	Top Mgt.	Dept. Mgt.
Work Force concerns	Div. Supt.	Div. Supt.	Div. Supt.
Union related problems	Co. Publ.	Co. Publ.	Dept. Mgt.

A substantial number of employees indicated they were never or seldom informed on some of these topics. While the order varied by response group, the top five in the never/seldom categories were:

- Reasons for Organization changes
- Workforce Concerns
- Business Environment
- Union Related Problems
- Progress made toward Goals and Objectives

A number of questions were aimed at employee feelings about the effectiveness of the formal communications media now used in Lago.

DIAL 3500 - An effective means of communications?

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
Yes	20%	18%	17%
No	53%	47%	41%
Don't Use	21%	32%	40%

If not useful why not?
(top 3 responses)

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
Ans. not sincere	31%	28%	25%
Comm. one way	31%	28%	25%
Ans. not complete	31%	28%	25%

ESSO NEWS

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
Read & find interesting	48%	46%	37%
Read & find of little value	36%	35%	47%
Don't read	8%	5%	10%

Suggested more articles on (Top 3)

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
- EIA & Exxon	22%	39%	34%
- Those which show my family how I work	22%	9%	13%
- Special projects & investments at Lago	21%	20%	25%

BOLETIN

More articles wanted (Top 2)

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
- Unit & Refinery operating highlights	32%	42%	41%
- More message from Management	39%	36%	27%

NEWSLETTER

VP - Operations

	Wage personnel	MPT and 1st level Supervisors	Second level Supervisors & above S. MPT's
Receive? Yes	16%	52%	88%

The effectiveness of other less formal communications also addressed:

	Wage personnel	MPT's and 1st level Supervisors	Second level Supervisors & above S. MPT's
Believe Mgmt sincere in wanting to improve Lago organization?			
- Yes	37%	58%	65%
- No	17%	9%	10%
- Not sure	41%	31%	23%
Believe Mgmt wants to hear employees' problems?			
- Yes	25%	41%	47%
- No	34%	22%	13%
Not sure	37%	36%	38%

continues on page 7

Combustion training stresses fuel savings

Combustion control training was held during the last week of October for 37 Management and Supervisory personnel from Process, Mechanical, Special Projects and Technical Departments. The attendees were split into two groups. Each group received approximately 13 hours training which included classroom lectures as well as field trips to observe the operation of furnaces/boilers, and other related combustion equipment.

Vice-president of Operations, Per Nord opened the program by briefly reviewing Lago's Encon/Oil Loss Programs with particular emphasis on needed improvements in fuel savings as part of Lago's ongoing program to reduce operating costs. Mr. Nord's remarks were followed by sessions led by Ed Kiczek, Steve Frayne and Raymond Dowling who reviewed and discussed the operation of furnaces/boilers, fuel operating costs, and other related Encon activities. Instructor for the combustion training was Merv Beckner, a combustion specialist from Imperial Oil Company Limited, who is on a temporary assignment at Lago.

The classroom lectures covered among others combustion process on furnaces/boilers, flame management with various types of burners and other combustion hardware, control strategy for smaller and better controlled fires at low excess air operation, safety and classroom exercises in furnace combustion calculations.

Field trips under the guidance of Ed Kiczek, Emiliano Trimon and Edgard Meduro of the ACS/D/Combustion Team completed the two-day training. During the field trips, the attendees had ample opportunities to observe actual operating conditions of the furnaces/boilers, inspect combustion hardware, and prepare itemized list of outstanding maintenance/repair work to further improve heater efficiencies.

The training program seemed well received by the attendees. As evidenced by their interest and active involvement. With this new knowledge used effectively, we are hopeful that Lago's energy combustion costs will be materially reduced.

Lago maintenance audit points up areas for improvement

From October 12 through 22 an audit was conducted of Lago's Mechanical Department operations. The objective of the audit was to identify methods and procedures for improving the overall effectiveness of the Department. Although similar audits have been conducted in Europe and the U.S.A., this audit is the first in the EIA Region.

The audit was conducted by Mechanical Managers from other affiliates. It was headed by Bill Demouy ex Lago-ite now with Esso Eastern. Other team-members were Daniel Nogueira of Esso Fos refinery, Natalio Kuschmir of Esso Argentina's Campana Refinery and Ed Hodges from Petroleum Products Department of EIA Coral Gables.

The categories in the audit included, organization, maintenance philosophy and strategy, personnel, goals and objectives, safety, housekeeping, budget cost and control, planning maintenance facilities materials and interfaces with Process and Technical Departments.

continues on page 4



Participants in Combustion training class-room.

Combustion training ta enfatisa spaarmento di azeta

Un entrenamento pa controla combustibile a wordo dura durante di e ultimo siman di Oktober pa 37 miembro di gerencia y personal di supervision di e departamento di Process, Mechanical, Special Projects y Technical. E partisipantenan a wordo dividí den dos grupo. Cada grupo a hanja aproximadamente 13 ora di entrenamento. Den e entrenamento tabata inclui lecturas den klas y tambe a wordu observa e operashon di fornonan/boilers den field y otro equiponan di combustibile.

Vice President di Operations Sr. Per Nord a hasi e apertura di e seshionan. Sr. Nord a duna un resumen cortico di e programanan di Lago riba conservashon di energia y perdida di azeta y e a pone hopi enfasis riba e necesidad pa mehora e eficiencia pa asina spaar energia como parti di Lago su programa pa reduci gastonan di operashon. Despues di su speech a sigui e seshionan conduci door di Ed Kiczek, Steve Frayne y Raymond Dowling. Nan a repasa y discuti e operashon di fornonan/boilers, gastonan di operashon di combustibile y otro actividadnan pa spaar energia. Instructor di e combustion training tabata Merv Beckner, un especialista di combustibile di Imperial Oil Company Limited, cu ta riba asignashon temporario na Lago.

E lecturanan den klas tabata cubri entre otro e procesonan di combustibile den fornonan/boilers, con pa maneja e candela den e diferente tipo di burners y otro combustion hardware, strategia di control pa candelanan mas chiquito y mayor controla na un operacion abao di aire, safety y tambe ejerccionan den klas pa calculashon di combustibile den fornonan.

E excursianan den field tabata bao guia di Ed Kiczek, Emiliano Trimon y Edgard Meduro di e ACS/D/Combustion team y a completa e dos dia di entrenamento. Durante e excursianan den field e partisipantenan a hanja amplio oportunidad pa observa e condicionan di operashon actual di e forno/boilers inspecciona combustibile hardware y prepara un lista di trabao di mantencion y reparashon pendiente pa mehora e eficiencia den e hesternan.

En general e training program a wordo bon recibí door di e partisipantenan. Esaki por a wordo constata door di nan interes completo y envolvimento activo den e programa. Nos ta spera cu lo que a wordo sinja ta wordo aplica eficientemente pa asina rebaha e gastonan di consumo di energia na Lago.



Aruban Plants and Medicine



Winston Ken Choy, Siegfried Winklaar, Liesje Helder, Julie Flemming and Milly Lacle proudly presenting their prize winning project "Solar Energy".



Lt. Governor F. Figaroa, Commissioner F. Flanegin and Lago President G. Golden are here listening to an explanation on "Wind" Generator".

Maintenance Audit , , ,

(Continued from page 3)

A summary of findings shows an increase in service factor of some critical pieces of equipment, an increased tank turnaround program and stepped-up housekeeping with the CLEAR program.

Areas for improvement include safety and housekeeping, planning, and team work.

The Mechanical Department is currently evaluating the recommendations and developing an action plan for those recommendations most applicable for improving the effectiveness of the Department.

The success of such an audit depends on the cooperation of all Departments having dealings with the Mechanical Department. The Mechanical Department thanks all the Departments who gave their time, especially considering the total power failure and the severe thunderstorms experienced during the week of interviews.

ARUBA SCIENCE PRIZE-WINNING PROJECTS AND PARTICIPANTS

CATEGORY I

First Prize (Ind) - Aruban Plants and Medicine
- Marina Kock of Filomena

First Prize (Group) - Solar Energy
Winston Ken Choy, Siegfried Winklaar, Liesje Helder, Julie Flemming and Milly Lacle of Lago

Second Prize (Group)

Third Prize (Group)

Third Prize (Group)

Special Prize



CATEGORY II

First Prize (Group) - Family Cooker
- Rudolph Boekhoudt, John van der Meer, and the J.F. Kennedy School

Second Prize (Group) - "Boat Building Models"
- A. Koolman, Jean Tromp, Mirla Reyes, Robert Figaroa, and the J.F. Kennedy School

Consolation Prizes - Alcohol Distillation
- John Lambriños of La Salle

Mosquito Eliminator
- Elton Loe-A-Tjam of Colegio

Gas Meter
- Carlos Garrido of J.F. Kennedy School

THE FAIR

PROJECTS

PRESENTS



Jaycee President announces winning Energy Conservation project.

Mr. Liesje Heider, Julie Heide

Grand Generator
 Coraya Rojer and Shelly Thiel of Maria College

Wine Making
 Esther Fingal, Shereen Fingal, Mely de Cuba, Roosevelt and Ann Christiaans of Filomena College

Aerodynamics
 Arjan Welmers, Randolph Ruiz and Andre Solognier of Maria College

Grand Generator
 Jaycee prize for the best energy conservation project in Category I

Jos and Egbert Maduro

Maduro, Mario Maduro, Ivan Leonardo



The Family Cooker, First Prize winning project in Category II.



The lone representative of prize winning project "Wine Making".



Mr. & Mrs. Golden study description of project on Human Teeth.



Aruba Science Fair Secretary Carlos de Cuba admiring the Aerodynamics project.



The proud Boat Builders of J.F. Kennedy School.

Encuesta riba efectividad di comunicashon den Lago

Riba iniciativa di Gerencia di Lago un Action Team a wordo forma na Mei ultimo pa evalua e eficiencia di comunicashon den Lago.

E team tabata consisti di siete miembronan di rangonan di MPT y empleadonan cubri pa contrato.

Nan tabata ta E Brown (Mechanical Department), J.V. Croes (Process Department), N. Emerencia (Mechanical Department), S. James (Process Department), K. Pollard (Mechanical Department) y Modesto Ruiz (Controller's Department).

F. Beaujon - Publ. Rel./Marketing Manager tabata e coordinador.

E team a dicidi despues di a considera e tarea y manera alternativa pa hasi un encuesta bao di tur empleadonan. E formulacionan a wordo distribui y completa na September. E Communication Action Team a presenta e resultadonan na Gerencia di Lago dia 29 di Oktober.

Ya cu e datonan a bini di e empleadonan, Lago management ta di opinion cu e empleadonan tin derecho pa wak e resultadonan di e survey.

Awor ta sigui e puntunan mas sobresaliente dividi den 3 gruponan grandi cu a contesta.

Participashon (cifras)	Personal cubri pa contrato	Otro MPT y 1st level Supervisors	Second level Supervisors & anbe Sr MPTs
Anjanan di servicio	515	218	78
1 - 5	31%	28%	30%
6 - 20	11%	12%	13%
21 - 30	19%	21%	22%
30 +	35%	39%	33%

Riba un grupo di 12 topicos, empleadonan a ser pidi pa identifica con nan ta wordo informa tocante e topiconan ey y tambe con nan ta pensa cu nan mester wordo informa tocante nan. E siguiente ta e medianan prefera pa esnan cu a contesta cu nan ta ser informá.

	Personal cubri pa contrato	Otro MPT y 1st level Supervisors	Second level Supervisors & anbe Sr MPTs
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Metanan y objectivonan di compania

Publicashon di Div. Supt. Compania	Dept. Manager
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Progreso di metanan

Publicashon di Div. Supt. Compania	Dept. Managers
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Problemanan Technico

1st L. Supt.	2nd L. Supt.	Div. Supt.
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Problemanan Personal

1st L. Supt.	2nd L. Supt.	Div. Supt.
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Operashon di Lago

Publicashon di Compania	Publicashon di Compania	Div. Supt.
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Perspectivanan di Lago incluyendo

Top Mgt.	Top Mgt.	Top Mgt.
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Proyccionan nobo/ Invershon

Publ. di Comp.	Div. Supt.	Dept. Mgt.
----------------	------------	------------

Cambionan di Personal y organisashon planea

Publ. di Comp.	Div. Supt.	Dept. Mgt.
----------------	------------	------------

Motivonan pa e cambionan aki

Publ. di Comp.	Top Mgt.	Dept. Mgt.
----------------	----------	------------

Ambiente comercial/Influencia riba Lago

Div. Supt.	Div. Supt.	Div. Supt.
------------	------------	------------

Workforce concerns

Publ. di Comp.	Publ. di Comp.	Dept. Mgt.
----------------	----------------	------------

Problemanan relata cu Union

Contesta no ta sincero	Contesta no ta completo	Comunicashon un direchshon
------------------------	-------------------------	----------------------------

Un cierto cantidad di empleadonan a indica cu nunca of masha poco nan ta wordo informa riba algun di e topiconan aki.

Aunque cu e volgorde tabata varia pa grupo e cinco topiconan den e categoria nunca of masha poco tabata ta

- Motivonan pa cambionan di organisashon
- Workforce concerns
- Ambiente Comercial
- Problemanan relata cu Union
- Progreso den metanan y objectivonan

Un cantidad di preguntas tabata pa hanja sa kiko e empleadonan ta pensa di e efectividad di medianan di comunicashon formal cu ta wordo usa na Lago.

Dial 3500 E ta un medio di comunicashon eficaz?

	Personal cubri pa contrato	MPTs y 1st Level Supervisors	Second Level Supervisors & anbe Sr MPTs
Si	20%	18%	17%
No	53%	47%	41%
No ta	21%	32%	40%

Si e no ta útil, pakiko no? (Top 3 motibo)

Contesta no ta sincero

Contesta no ta completo

Comunicashon un direchshon

Mal use door di empleadonan

ESSO NEWS

Lesá y ta hanja interesante

Lesá y ta hanja di poco valor

No ta lesa

Suger mas articulo tocante (Top 3)

EIA & Exxon

Esnan cu ta muestra mi famia con mi ta traha

Proyccionan especial y invershonnan na Lago

BOLETIN

Kier mas articulo riba (Top 2)

Unit & Refinery operating highlights

Mas mensaje di Gerencia

NEWSLETTER

VP Operations

Bo ta recibe? Si

Si

Si

SERVICE MILESTONES

25, 30 and 40-Year Service Awards



Saris L. Still
Process - D.M.S.
Nov. 1, 1981
30-Yrs.



Mario Tromp
Process - H.D.S.
Nov. 2, 1981
30-Yrs.



Casper D. Rasmijn
Controllers - Pay/Rec/Mat.
30-Yrs.



Roberto Dijkhoff
Controllers - Fin. Rep. & Anal.
Nov. 19, 1981
30-Yrs.



Carlos de Cuba
Pub Rel / Marketing
Nov. 2, 1981
30-Yrs.



Mario B. Bombs of Process-Fuels completed 40 years service with Lago on November 1, 1981. Process Manager, S. Pardo presents him with his 40th year service emblem and certificate.



Benjamin E. Lampe
Process - Ull.
Nov. 7, 1981
25-Yrs.

Survey of Communications

(Continued from page 2)

	Wage personnel	MPT's and 1st level Supervisors	Second level Supvsr's & above S. MPT's
Feel your dept. has good working relationship with other Depts?			
- Yes	23%	38%	50%
- No	40%	30%	29%
- Not sure	29%	28%	20%

If no, the main problem is?

Poor Comm	Poor Team-work	Poor Team-work
-----------	----------------	----------------

Kind of Info most needed to do your job better? (top 2)

Complete info on work to be done	Complete info on work to be done	Complete info on work to be done
Better Tech info & Comm	Info on priority	Info on priority

MEETINGS

Immediate Supvr. has periodic section Meetings?

- Yes	20%	51%	61%
- Useful? Yes	36%	58%	65%
- Why?			

Better Understanding & Comm with Supvsr's	Better info on org Probs & priorities	Better planning & execution
---	---------------------------------------	-----------------------------

If don't meet is there need to do so? Yes

82%	72%	51%
-----	-----	-----

Dept Mgr sponsor Mtgs for Dept? Yes

9%	22%	31%
----	-----	-----

If no, is there need to do so? Yes

25%	61%	55%
-----	-----	-----

Does Empl Rel Dept do good job informing you on benefits? Yes

43%	38%	40%
-----	-----	-----

Never/Seldom told about safety?

12%	7%	4%
-----	----	----

Clearly there is much food for thought in these results both on a department as well as a corporate level. You will hear more from management in the weeks ahead as they consider actions based on this employee survey.

Encuesta (continúa for di página 6)

Tambe a wordo puntra riba e efectividad di otro comunicashon menos formal

	Personal di contrato	MPT s y 1st Level Supvrs	Second level Supvrs & aniba Sr MPT s
Bo ta kere cu Gerencia ta sincero, pa drecha e organisashon di Lago			
Si	37%	58%	65%
No	17%	9%	10%
Mi no ta sigur	41%	31%	23%
Bo ta kere cu Gerencia kier scucha problemas de empleadonan			
Si	25%	41%	47%
No	34%	22%	13%
Mi no ta sigur	37%	36%	38%
Bo ta hanja cu bo departamento tin bon relashon di trabao cu otro departamentonan			
Si	23%	38%	50%
No	4%	30%	29%
No ta sigur	29%	28%	20%

Si no ta asina kiko ta e problema principal

Poco comunicashon Poco Teamwork Poco Teamwork

Kiko ta e informashonnan cu mas bo mester pa bo haci bo trabao mihor

Informashon completo riba e trabao pa haci	Informashon completo riba e trabao pa haci	Informashon completo riba e trabao pa haci
Mihor Informan Technico y Comunicashon	Informe riba prioridad	Informe riba prioridad

REUNIONAN
Supervisor intermedio ta tene reunion di section periodicamente

Si	20%	51%	61%
Util? Si Pakiko?	36%	58%	65%
Mihor comprension y comunicashon cu Supervisors	Mihor informashon riba organisashon, problemas y prioridades	Mihor planning y ejecushon	

Si bo no ta reuni, bo ta kere tin necesidad pa haci? e?

Si	82%	72%	51%
----	-----	-----	-----

Departament Manager ta sponsor reunion pa bo departamento

	9%	22%	31%
--	----	-----	-----

Personal cubri pa contrato MPT s y 1st level Supvrs Second Level Supvrs & aniba Sr MPT s

Tin necesidad pa hasi esey? Si

25%	61%	55%
-----	-----	-----

Employee Relations ta hasi bon trabao informando bo ariba e beneficiacion

43%	38%	40%
-----	-----	-----

Nunca/Masha poco ta papia ariba safety

12%	7%	4%
-----	----	----

Claramente tin hopi coi pensa di e resultadonan aki, riba nivel di departamento y tambe riba nivel di corporacion. Bo lo tende mas di gerencia den e siman cu ta bin, pasobra nan ta considerando acshonnan basa riba encuesta di empleadonan aki.

Inspeccion di Lago su mantenshon ta apunta areas pa mehorashon

Cuminsando for di 12 di Oktober te Oktober 22 un inspeccion a wordo hasi di e operashon di Mechanical Department. E objetivo di e inspeccion tabata pa identifica methodonan y proceduranan pa mehora e eficiencia den departamento. Aunke cu inspeccion similar a wordo hasi na Europa y Estados Unidos esaki tabata prome inspeccion den e region di EIA y na Lago.

E inspeccion aki a wordo conduci door di tres Mechanical Managers di otro companianan afilia. E tabata encabeza pa Bill Demouy, cu a traha antes na Lago y awor ta cu Esso Eastern, otro miembronan di e team tabata Daniel Nogueira di Esso Fos Refinery, Natalio Kuschnir di Esso Argentina Campana Refinery y Ed Hodges di Petroleum Products Department di EIA, Coral Gables.

E categorianan cu tabata inclui den e inspeccion tabata organisashon, filosofia y strategia di mantenshon, personal metanan y obhetivonan, safety housekeeping, control di gastonan di presupuesto, planning, facilidadnan di mantenshon, materialnan, colaborashon cu departamentonan Process y Technical.

Un resumen di e resultadonan a muestra un aumento den servicio di e piezanan critico di equiponan, un aumento di e programa di tank turnaround, un acelerashon den programa di limpieza cu CLEAR.

E areanan importante cu mester mehorashon ta safety y housekeeping, planeamento di trabao y teamwork.

E Mechanical Department ta evaluando e recomendashonnan cu ta mas aplicabel pa mehora e eficiencia di e Departamento.

E exito di un inspeccion asina ta depende di e cooperashon di tur departamentonan cu tin cu haber cu Mechanical Department.

E Mechanical Department ta gradici tur e departamentonan cu a pone tempo disponibel, especialmente considerando e fayd di corriente y e mal tempo cu tabata tin durante di e sistema di interview.

Merry Christmas
Bon Pascu



Christmas
1981

Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

President's Christmas Message



Un Mensaje di Pasco di President

In the course of 1981, we have started in new directions that will ultimately lead to significant changes in the way our business is managed.

To meet the growing demand for services by customers and affiliates and for technical support by the various refinery activities, we restructured and streamlined our functions through the creation of the Lago Planning and Supply unit in Coral Gables and through major reorganizations in the Technical, Process and Controller's Departments.

We embarked on an organization improvement effort and have committed virtually all our management personnel to analyzing the way we function and interact as a team and to finding ways to improve our overall efficiency and productivity.

Stewardship committees were established for Labor Relations and Safety to coordinate and improve our efforts in both areas.

Exxon approved a 30 million dollar investment to modernize equipment to assure a continued and reliable source of power to the Lago refinery. All developments, however, were not positive. We did have several disappointments. Firstly, for the second consecutive year our safety performance has been below an acceptable level. We have had fatalities in both 1980 and 1981 an increased number of traffic accidents and a continued high level of employee off-the-job accidents. Secondly we have not been successful in implementing a training and upgrade program for our Process operators. Thirdly, we have several operational upsets and unscheduled outages, including a total refinery shutdown that impaired our ability to meet operating commitments.

We must find ways to halt these trends. Maintaining a climate of security and safety in our work place is essential for the protection of ourselves and our families, while increasing our ability to adjust and improve as business conditions change are key factors for continued commitment of resources and funds to assure our future.

In 1982, we will need to continue our efforts to minimize unit outages and equipment failures and to cope with new situations such as the chronic shortage of water. Housekeeping has visibly improved in the refinery, but your continued support of our CLEAR goals is required to make the improvements last. The extensive organization improvement program presently underway will continue unabated while we will intensify our efforts to upgrade the skills of our workforce. But 1982 will certainly bring its own unique challenges.

We will be negotiating a new labor contract with the Union in the latter part of the year. It is our objective to achieve a settlement that is fair and reasonable to all concerned and to make 1982 one of the best ever experienced by the Lago organization.

To all employees, annuitants and their families, on behalf of Lago Management, I extend best wishes for a happy and joyful Holiday Season.

Den curso di 1981 nos a cuminsa den direccinon nobo cu a lo largo lo conduci na cambion significante di e manera cu nos negoshi ta wordo maneha.

Pa por responde na e demanda creciente pa servicio di nos clientenan y afiliadonan y pa por duna apoyo tecnico na e diferente actividatnan di refinera, nos a restructur y optimisá nos funcionnan door di estableci e unidad di Lago Planning and Supply na Coral Gables y door di reorganizacionnan importante den Departamentonan Technical, Process y Controller's.

Nos ta cuminsa cu esfuerzonan pa mehora e organizacion y nos a envolvi casi tur nos personal cu la forma parti di gerencia pa analisa e manera cu nos ta funciona y intercambia comp un team y pa hanja maneranan pa mehora nos eficiencia y productividad en general.

Comitenan a wordo estableci pa Labor Relations y Safety pa coordina y mehora nos esfuerzonan den tur dos areanan.

Exxon a aproba un inversion di 30 milyon dollars pa modernisa e equipo pa asina asegura un fuente di comiente cu ta continuo y ta confiabel pa e refineria di Lago.

A pesar di esey, no ta tur e desaroyonan labata positivo. Nos tabata tin varios descomponan. Na prome lugá pa di dos aña consecutivo nos seguridad a baha bao di un nivel aceptabel. Nos tabata tin den tur dos añanan 1980 y 1981 un aumento den accidentenan tragico y un nivel halto continuo di accidentenan di empleadonan for di trabao. Na di dos lugá nos no a logra introduci un programa di entrenamento y upgrade pa nos operatorman di Process. Na di tres lugá nos tabata tin varios contratempo operacional y fagonan, incluyendo un bahamento total di e refinera cu a afecta nos abilidad pa responde na nos obligacionnan di operacion.

Nos mester hanja manera di stop e desaroyonan aki. Mantenion di un clima di seguridad y safety den nos lugá di trabao lo ta esencial pa e proteccion di nos mes y nos famianan mientras cu nos ta aumenta nos abilidad pa adapta nos mes y mehora ora e condiconnan di negoshi cambia ta factornan clave pa nos por sigi nobi e recursionan y fondonan continuamente pa asina asegura nos futuro.

Na 1982 nos lo mester continua nos esfuerzonan y pa trata cu situacionnan nobo manera e falta orcinio di awa. E limpieza a mehora visiblemente den e refinera pero bo apoyo constante na nos metanan di CLEAR ta necesario pa e mehoracionnan aki continua. E programa extenso pa mehora e organizacion y actualmente ta andando lo sigi su curso y nos lo intensifica nos esfuerzonan pa mehora e habilidatnan di nos empleadonan.

Però 1982 sigur lo trece su desafionan unico. Nos lo negocia cu e Sindicato riba un contrato nobo di trabao mas laat den aña. Nos objetivo ta pa yega na un acuerdo cu ta husto y razonabel pa tur exnan concerni y pa hasi 1982 e mihor aña cu e organizacion di Lago a experencia.

Na tur empleado, pensionistanan y nan famia mi ta extendé na number di Gerencia di Lago mi mihor desheonan pa un Pasco y Aña Nobo feliz y yen di alegria.

H. E. Golden

ARUBA



Lago Oil & Transport Co., Ltd.

Aruba, Netherlands Antilles

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December 1981



This is how the main entrance will look after the renovation.

G.O.B. Office upgrade project

Lago presently has a project to upgrade the General Office Building (G.O.B.) and to install a new air conditioning system to replace the existing system.

Prior to G.O.B. renovations, a temporary office building will be constructed in the parking lot east of the G.O.B. to house personnel during renovations. Construction on this office will begin January 1982.

The new air conditioning system has been designed with energy conservation as a major criteria. The new system will utilize highly efficient centrifugal compressors for the refrigeration cycle. Also waste heat exchangers will be used to recover the required reheat capability for humidity control throughout the G.O.B. Other energy saving items include insulation of the building roof and replacement of all exterior windows with tinted thermal glass. The first area to be renovated will be the Building entrance and lobby area. This will be done during January 1982.

Renovation of the remainder of the Building is scheduled to begin in May 1982 and includes a new suspended ceiling which will incorporate a new lighting system and the new air conditioning system. All walls will be covered with vinyl wall covering and floors will be carpeted. Existing doors will be recovered with plastic laminate and reinstalled using new hardware and signage. A new lunch eating area will be located on the second floor south of the existing restrooms.

Constructions will be executed in four phases:

- Phase I - 2nd Floor East Wing
- Phase II - 2nd Floor West Wing
- Phase III - 1st Floor East Wing
- Phase IV - 1st Floor West Wing

The overall construction period is scheduled for completion in second quarter of 1984.

Renovashon di Oficina Principal

Actualmente Lago tin un proyecto pa renova G.O.B. y instala un sistema di air conditioning nobo pa reemplaza e sistema cu ta existi awor.

Prome cu e renovashon den G.O.B. cuminsa un oficina temporal lo wordo construi den parking lot na e parti pariba di G.O.B. pa e personal cu mester muda durante e renovashon. Construcshon di e oficina aki lo cuminsa den Januari 1982.

E sistema di aire acondicionado nobo ta wordo construi cu conservacion di Energia como e criterio di mas importante. E sistema nobo aki lo utiliza compresornan di centrifuge masha eficiente mes pa e ciclo di refrigerashon. Tambe "waste heat exchangers" lo wordo usa pa recobra e capacidad di keinta di nobo necesario pa control di humedad den G.O.B. Otro aspeccion pa spaar energia lo inclui insulashon di e dak di e edificio y tur e ventananan lo hanja thermal glas di color. Esaki lo wordo hasi den Januari 1982.

Renovashon di e resto di e edificio lo inclui bahamento di e plafond y un sistema di luz y aircu nobo den dje. Tur e murayanan lo wordo cubri cu vinyl y lo bini tapijt riba vloer. E portanan lo wordo cubri cu plastic y instala di nobo. Tambe lo bini plastrichinan nobo cu number aniba e portanan. Un lugar nobo pa lunch lo bini na e di dos piso banda zuid di e banjo. E construcshon lo wordo hasi den cuatro etapa:

- Part I - Segundo piso, banda pariba
- Part II - Segundo piso, banda pabao
- Part III - Prome piso, banda pabao
- Part IV - Prome piso, banda pariba

E periodo total di construcshon ta planea pa wordo completa den e di dos kwartaal di 1984.

ARUBA

Lago Oil & Transport Co., Ltd.

Esso



Editor: Mrs. M. Kally-Buckley
 Photographs by: Joa's Photographic Service
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Pipestill no. 6 back in operation after smooth turn-around

After having been down for close to 70 days for major turn-around, Pipestill no. 6 went back on stream on November 1, 1981. The unit was started up smoothly with essentially all the new projects commissioned.

The turn-around was a challenge for Mechanical Department employees because the last major turn-around done with Lago forces was performed a number of years ago.

During the time the unit was down, 88 Mechanical employees were engaged in major maintenance work as well as in completing 15 projects directed towards improving the unit's effectiveness in heavy crude processing, conversion, safety, and reliability.

Among the jobs done were complete replacement of visbreaker furnace tubes, major refractory work in visbreaker end crude furnaces, installation of the fuels blowdown system, upgrade of visbreaker furnace charge lines, installation of the visbreaker back pressure control valve, exchanger flushing system, installation of a catwalk between evaporator and feed drum and the upgrade of the visbreaker soakers and safety valves purge facilities.

Apart from Mechanical employees, a number of contractor employees assisted with the refractory work inside the furnaces and clean-up.



Francisco Vos together with Cross of Mechanical are welding the tubes.

Pipestill no. 6 is now the first unit with visbreaker section upgraded to operate at higher pressure, which will hopefully increase distillate yield.

The overall expenditures in material and labor on this T/A and Project work was in the vicinity of \$4.6 million.

The Turn-around Coordinator was J.C. Hermans and the Turn-around Planner was C. Lacle of the Mechanical Department. Also 15 other supervisors of Mechanical Department were involved in this turn-around.

Projects Coordinators D.R. Henriquez and G. Lovegrove from the Technical Department were responsible for projects execution and cost monitoring. The Process Department was involved in the preparation of the equipment.

The turn-around was successfully carried out in a spirit of good cooperation and teamwork, across departments and all are to be congratulated.

Pipestill no. 6 ta back den operacion despues di un turn-around suave

Despues cu Pipestill no. 6 a wordo baha pa un turn-around di 70 dia e a bai den operacion atrobe dia prome di November, 1981. E unit a wordo gestart safe cu tur e projectionan nobo autorisa.

E turn-around tabata un desafio pa empleadonan di Mechanical Department, ya cu e ultimo turn-around grandi cu a wordo hasi door di empleadonan di Lago tabata algun anja pasa.

Durante e tempo cu e unit a wordo baha, 88 empleado di Mechanical Department tabata involvi den trabao di mantencion grandi y tambe a completa 15 projectionan cu tabata dirigi pa drecha e eficiencia pa procesa crudo pisa conversion, safety y confiabilidad.

Entre e trabanon cu a wordo hasi ta cambio completo di e tuberanan di e forno di visbreaker, trabao di refractory den e fornonan di visbreaker y crudo, instalacion di e fuels blowdown system, upgrade di e visbreaker furnace charge lines, instalacion di e visbreaker back pressure control valve, exchanger flushing system, instalacion di un pasadiso entre e evaporator y feed drum y e upgrade di e visbreaker soakers y safety valve purge facilities.

Fuera di empleadonan di Mechanical algun empleado di contratista a asisti cu trabao di refractory paden di e forno y cu e limpieza.



Anselmo Tromp di Mechanical Department poniendo e ultimo pida di e tubo den e blow down system.

Awor Pipestill no. 6 ta e prome planta cu un visbreaker section upgraded cu ta opera na un precion halto y esaki probablemente lo aumenta e produccion door di destilacion.

E gastonan di material y labor di e turn-around aki y di trabao di proyecto tabata den vecindario di \$4.6 million.

Turn-around Coordinator tabata J.C. Hermans y Turn-around Planner C. Lacle di Mechanical Department. Tambe 15 otro supervisoran di Mechanical Department tabata involvi den e turn-around aki.

Coordinadonan di e Projectionan D.R. Henriquez y G. Lovegrove di Technical Department tabata responsabel pa ejecucion di e projectionan y maneho di gastonan. E Process Department tabata involvi den e preparacion di e equiponan.

E turn-around e wordo realiza den e espiritu di bon cooperacion y teamwork. E diferente departamentonan y tur hende involvi ta wordo felicita.

Lago's Bunkering Facilities

Contributing to Aruba's tourist growth are the Lago Bunkering facilities at the Oranjestad harbor and the "Reina Beatrix" International Airport. These facilities provide for fueling of over 9,000 aircrafts and 300 - 350 ships per year.

Lago's permanent marine bunkering facilities started operating on December 22, 1960, coincident with the island Government's efforts to attract more tourist ships. Prior to these installations, bunkering of ships in Oranjestad harbor was carried out by Lago dispatched barges, which was a costly and time consuming operation.

The facilities consisted of a 23,200-barrel tank of fuel oil, a 20,300-barrel tank for diesel oil, a 8464-barrel gas oil tank, product and air lines running to valve pits at four different locations.

With the growing demand for bunkers in Oranjestad harbor, Lago in 1963 and in 1970, built two more fuel oil storage tanks increasing total capacity to 230,000 barrels.

In October 1975, operation of the bunkering facilities, formerly done by Lago Marketing personnel, was turned over to Maduro & Sons agents. Lago's Marketing arranges with Product Coordination for movement of fuel oil, manne diesel and gas oil to our Oranjestad bunkering facilities by tankers dispatched from San Nicolaas harbor.

The throughput at the Oranjestad facilities averages approximately 700,000 barrels a year. This translated into bunkering of 300 to 350 ships a year calling from all parts of the world. The types of ships bunkered are tourist, freighters, tankers, tugboats, etc.

The cruise ships alone bring approximately 70,000 tourist to our island a year.



American Airlines Jetliner being fueled at "Reina Beatrix International Airport".

Aviation fueling at the Airport

The fueling of all aircraft at the "Aeropuerto Internacional Reina Beatrix" is carried out by Lago forces working for the Marketing Department. Lago began operations at the airport in 1952 delivering aviation gasoline to aircraft calling to Aruba.

Over the years many things have changed.

With the growth of the tourist industry (200,000 tourists thru December 2, 1981 arriving at the airport) and the change of jet aircraft, larger storage tanks were required. At present, storage capacity at the airport in tankage and refueler trucks is 125,000 gallons for jet fuel and 20,000 gallons for aviation gasoline. The fueling is carried out via refuelers of which there are two large tank wagons of 10,000 gals capacity each and one of 5,000 gals capacity. For the aviation-gasoline there is one 2,000 gals capacity truck, which also hauls the aviation gasoline from the refinery to the airport. The jet fuel is also hauled via 2 trucks to the airport, one having 8,000 gals capacity and the other 10,000 gals capacity.

(continues on page 4)

Lago su facilidadnan di Bunker

Lago su facilidadnan di bunker den e haaf di Oranjestad y na Reina Beatrix International Airport a contribui na e crecimiento di Aruba su industria di turismo. E facilidadnan aki ta suministra combustibel na 9,000 avion y na 300 pa 350 barconan pa anja.



Bapor di carga ta tuma bunker na haaf di Oranjestad.

Lago su facilidadnan permanente pa bunker pa bapornan, a cuminsa opera 22 di December, 1960 junto cu e estuersonan di Gobierno insular pa atrae mas bapor di turista. Prome cu e instalashon aki, bunkernan di bapornan na Oranjestad tabata wordo hasi door di bargenan cu tabata wordo carga na Lago loke tabata un operashon masha costoso cu hopi perdida di tempo.

E facilidadnan cu a habri na 1960 tabata consisti di un tanki di 23,200 bari pa fuel oil, un tanki di 20,300 bari pa diesel oil, un tanki di 8464 bari di gasoil, productonan y linianan di aire tabata core na e valve pits na cuatro diferente lugar. Door di e demanda creciente pa bunkers den haaf di Oranjestad, Lago a traha na 1963 y 1970 dos tanki mas pa deposito di fuel oil cu un capacidad total di 230,000 bari.

Na October 1975 e operashon di facilidadnan pa bunker cu antes tabata wordo hasi door di personal di Lago Marketing a bai over pa Maduro & Sons. Lago Marketing a hasi un arreglo cu Coordinashon di Productonan pa transporta fuel oil, marine diesel y gas oil pa nos facilidadnan di bunker na Oranjestad, door di tankers cu ta wordo carga na e haaf di San Nicolaas.

Loke ta pasa door di e facilidadnan na Oranjestad ta aproximadamente 700,000 bari pa anja. Esaki kier meen bunkernan di 300 pa 350 bapor pa anja cu ta bin aki for di tur parti di mundo. E typonan di bapornan cu ta wordo gebunker ta bapornan di turista, bapornan di carga, tanqueronan, tugboatnan, etc.

E cruceronan so ta trece aproximadamente 70,000 turista pa anja pa nos isla.

Suministrashon di combustibel na avionnan na Aeropuerto

E suministrashon di combustibel na avionnan na e aeropuerto Internacional Reina Beatrix ta wordo hasi door di empleadonan di Lago cu ta traha pa Marketing Department. Lago a cuminsa su operashonnan na aeropuerto na 1952, suministrando aviation gasoline na e avionnan cu tabata bin Aruba. Den a anjanan cu a pasa hopi cosnan a cambia. Cu e crecimiento di e industria di turismo (200,000 turista a jaga te dos di December 1981 na aeropuerto) y e cambio di e avionnan pa jet, tabata tin mester di tanki di deposito mas grandi. Actualmente e capacidad di deposito di tankinan y

(continua na pag. 5)

Lago Management responds to Communications Survey results

The results of the Communications Survey among more than 800 Lago-ites were presented in the November Esso News

Since then Lago Management has reviewed the recommendations of the Communications Action Team and has taken several actions to improve our formal communications program

1 Recommendation

Improve the distribution of the V.P. monthly Operations Newsletter and assure it reaches all employees

Action

The number of copies distributed will be substantially increased from the present mailing of 125. The Employee Relations will coordinate prompt distribution to all units

2 Recommendation

Increase frequency of Esso News and include articles as requested by employees

Action

The Esso News will be published monthly. A special Editorial Advisory group was formed to insure that the content of the Esso News is more news-worthy and of interest to all employees

3 Recommendation

Maintain "Boletin di Lago" frequency at 3 times per week and include information as requested by employees

Action

The Boletin will continue to be published 3 times per week. Alternatives to present distribution practice of making Boletin available at gates will be sought.

The function of the Boletin is to provide quickly information on current activities at Lago in highlight form. The integration of this coverage with that of our other regular publications to avoid unnecessary duplication is to be reviewed by Employee Relations

FACILIDADNAN DI BUNKER . . . (continua for di pag 5)

refueler trucks ta 125,000 gallon pa jet fuel y 20,000 gallon pa aviation gasoline. E suministrashon di combustibel ta wordo hasi door di lo que ta wordo jama refuelers. Tin dos truck grandi y cada uno tin e capacidad di 10,000 gallon y tin uno di 5,000 gallon di capacidad.

Pa e aviation gasoline tin un truck cu capacidad di 2,000 gallon cu tambe ta transporta aviation gasoline di e refinaria pa e aeropuerto. E jet fuel tambe ta wordo transporta door di 2 truck pa aeropuerto, un truck tin un capacidad di 8,000 gallon y otro tin capacidad di 10,000 gallon. Pa ta sigur cu e jet fuel cu ta wordo suministra na e clientenan ta di e mihor calidad e fuel ta wordo gefilter cuatro biaha prome cu e bai den e avion. Prome e fuel ta wordo gefilter na e Loading Rack di Refineria ora e ta wordo carga pa e truck, despues pa di dos biaha ora e ta wordo gepomp di e truck den e tankinan di deposito na e aeropuerto. E filteramento pa di tres biaha ta tuma lugar ora e fuel ta wordo gepomp di e tankinan na aeropuerto pa e refueler truck y pa di cuatro biaha ora e pasa door di e refueling filters pa bai den e avion. Tur precaushon ta wordo tuma door di e personal di aeropuerto pa ta sigur cu e jet fuel ta di mihor calidad.

E personal di Lago na aeropuerto ta consisti di un Supervisor di operashon y 10 empleadonan cu ta handle 9,000 avion pa aña, incluyendo e avionnan priva. E suministrashon di combustibel ta vana entre 15 gallon pa avion chiquito pa 20,000 gallon y jetnan grandi.

4 Recommendation

Discontinue Dial 3500 and establish an "Information Center"

Action

Lago Management continues to feel that Dial 3500 while not perfect is the best means currently available by which employees can raise issues easily and without concern about disclosure. An Information Center approach would require the employee to visit the Center which would be much more inconvenient and might well mean that some questions never are asked.

A study of the questions of the past 6 months shows that many are about specific local conditions or events that require referral to the local supervisors to develop answers. As we at Lago improve the communications climate, many of these questions, hopefully, will be raised openly and directly with local management.

Therefore 3500 will be continued with more effort made to providing complete and prompt answers.

5 Recommendation

The Organization needs to decide on the preferred communications system from top to bottom. This is based on survey results showing that employees preferred direct means of communications such as workgroup meetings and periodic meetings with division and department managements.

Action

Each Department Manager has been asked to consider how best to respond to the preferences expressed by employees for periodic meetings and more direct contact with division and department managements.

What can or should be done varies by department considering present practices, physical locations of personnel, etc. Management shares the Communications Action Team view that the action-planning activities stemming from the Management II Program should assist in improving the effectiveness of communication and teamwork throughout Lago.

The effectiveness of our communication is often difficult to evaluate because communication covers so many different means and is affected by other factors. However, this survey does provide a base-line of data against which our communication effectiveness can and will be measured again in the coming months.

Although the communications survey is completed, we will still appreciate comments that can improve the effectiveness of our communication.

FACILITIES . . .

(continued from page 5)

To insure that the jet fuel supplies to customers is of the best quality, the fuel is filtered four times before it goes into the aircraft. To start with, the fuel is filtered at the Refinery Loading Rack when loading, then filtered for the second time as it is pumped from the truck into the airport storage tanks. The third filtering occurs when the fuel is pumped from airport tankage into the refueler truck and the fourth as it is passed through the refueling filters into the aircraft. All precautions are taken by the personnel at the airport to make sure the jet fuel is of top quality.

Including private aircraft Lago's personnel at the airport consists of one operations supervisor and 10 employees to handle some 9,000 aircrafts a year. Fueling loads vary from 15 gallons for smaller private aircraft to 20,000 gallons for the large jets.

Gerencia di Lago ta reacciona riba e resultadonan di e Encuesta riba Comunicacionnan

E resultadonan di e encuesta riba comunicacionnan entre mas di 800 empleado di Lago a ser publica den e Esso News di November.

Despues Gerente di Lago a repasa e recomendacionnan di e Communications Action Team y a entama diferente accionnan pa mehora nos programanan di comunicacion formal.

1. Recomendacion

Mehora e distribucion di e V.P. Operation Newsletter cu ta ser publica tur luna y asegura cu tur empleado lo hanjele.

Accion

E cantidad di e copianan cu ta wordo distribui lo wordo substancialmente aumenta anba e 125 copianan cu ta wordo gepost actualmente. E departamento di Employee Relations lo coordina e distribucion rapido pa tur e unidatnan.

2. Recomendacion

Aumenta e frecuencia di Esso News y inclui articulonan cu ta wordo pidi door di empleadonan.

Accion

E Esso News lo wordo publica mensualmente. Un Editorial Advisory group special a wordo forma pa asegura cu e contenido di Esso News tin mas noticia y ta interesante pa tur e empleadonan.

3. Recomendacion

Mantene e frecuencia di "Boletin di Lago" na 3 biaha pa siman y inclui e informacion manera e empleadonan ta pidi.

Accion

E Boletin lo sigui wordo publica 3 biaha pa siman. Lo wordo busca alternativanan pa e practica di distribucion actual cu ta encera e ponemento di Boletin disponibel na e portanan. E funcion di e Boletin ta pa duna informacion rapido riba actividadnan coriente na Lago den forma supremo. E integracion di e noticianan aki den nos otro publicacionnan regular lo wordo repasa door di Departamento di Employee Relations pa evita duplicacion innecesario.

4. Recomendacion

Discontinua Dial 3500 y establece un Centro di Informacion.

Accion

Gerencia di Lago ta sigui sinti cu aunque cu Dial 3500 na ta perfecto, e ta e mihor medio disponibel te awor door di cual e empleadonan por trece topiconan pa dilanti na un manera facil y sin preocupacion cu nan lo wordo identifica. Un Centro di Informacion lo haci cu e empleado tin cu bishita e Centro, loke ta mucho mas inconveniente y esaki por wel meen cu algun preguntanan nunca lo wordo treci pa dilanti.

Un estudio di e preguntanan hasi durante e 6 lunanan cu a pasa ta muestra cu hopi di nan ta tocante condicionnan local of eventonan cu mester wordo manda pa e supervisor nan local pa contesta.

Segun nos na Lago mehora e clima di comunicacion, ta di spera cu hopi di e preguntanan aki por wordo hasi abiertamente y directamente na e gerencia local.

Pesei Dial 3500 lo ser manteni cu mas esfuerzo pa duna contestanan completo y rapido.

Recomendacion

E organisacion tin di dicidi riba e sistema di comunicacion preferi for di ariba te abao. Esaki ta basa anba e resultadonan di e encuesta cu ta muestra cu e empleadonan ta prefera medionan di comunicacion directo, manera reunionnan di grupo di trabow y reunionnan periodicamente cu gerencia di division y departamento.

Accion

Cada gerente di Departamento a wordo pidi pa considera con pa reacciona den mihor forma ariba e preferencianan expresa door di empleadonan pa reunionnan periodicamente y mas contacto directo cu gerencia di e division y departamento. Loke por of mester wordo haci ta diferencia pa cada departamento, tumando na cuenta e practicanan actual, e lugar cu e personal ta localisa, etc. Gerencia ta comparti e punto di vista di Communications Action Team su actividadnan planea cu ta sali di e programa di Management II lo mester yuda mehora e eficacia di comunicacion y teamwork den Lago.

E eficacia di nos comunicacion ta hopi biaha dificil pa evalua, pasobra comunicacion ta cubri tanto medionan diferente y e ta wordo afecta door di otro factornan. A pesar di esei, e encuesta ta duna un base di datonan cu nos por usa pa midi e eficacia di nos comunicacion den e lunanan cu ta bini. Aunque cu e encuesta riba comunicacion a termina, nos ta aprecia comantarionan ainda cu por drecha e eficacia di nos comunicacion.

Robert D. Arends promovi pa Process Foreman

Robert D. Arends a wordo promovi pa Process Foreman den e Process Utilities Division efectivo prome di December 1981. E promocion aki ta como reconocimiento pa su contribucionan na e Utilities Division.

Robby a traha di 1963 te 1972 den Mechanical Department. Na Augustus 1972 e a studia cu un beca di Lago pa Ingenierio y na December 1976 e a gradua como Bachiller den Ingenieria Electrico na Universidad di New Haven, Connecticut. Na Januari 1977 Robby a cuminsa traha como Engineer den Departamento Technico unda e a wordo promovi na November 1979 pa Senior Engineer.



Robert D. Arends promovi pa Process Foreman.

A Happy and Safe New Year 1982



Un Feliz Año 1982 Cu Máximo Seguridad

Parties

Might as well recognize this fact of life - for some people "a few drinks" is the highlight of a holiday get-together

When drinking is overdone a little bit it can lead to fooling around and temper flareups that could injure people and damage furniture

But the serious danger is the drinking driver. It's a fact that drinking is a factor in at least half of all fatal accidents

If it's your party, don't overdo it when you pour the drinks, keep them reasonable

If you're drinking at someone else's party and planning to drive home follow the one-for-one rule. It takes your body about one hour to rid itself of the alcohol in one drink.

So keep to no more than one drink an hour and stop drinking one hour before driving

You don't want all the holiday joy to go up in smoke so be sure you furnish plenty of large, deep ashtrays for the smokers. It's a fact that many home fires start from the actions of careless smokers. Empty the ashtrays often and in a safe place

Try to prepare as much food as possible ahead of time so you can get it ready for serving with little or no help. Make the kitchen "off limits" to children in a friendly way. Overcrowding and confusion in the kitchen is a perfect setting for accidents.

Fiesta

Ta bon pa reconoce hecho di bida aki, cu pa cierto hendenan dalmento di drinks ta e cos mas importante di un fiesta

Ora cu wordo bebi un poco di mas, esaki por trece cunelne cu e hendenan no ta paga tino, e temperamentonan ta subi loke por causa danjo na hendenan y mueblenan

Pero e peligro mas seno ta e chauffeur cu ta core bao influencia. Ta un hecho cu bebemento ta un factor den a lo menos mitar di tur e accidentenan tragico

Si ta bo fiesta, no basha di mas ora bo basha drinks, tene e cantidad razonabel

Si bo ta bebe na fiesta di otro hende y bo tin intencion di stuur bo auto pa bai cas, sigui e regla di un pa un

Bo curpa mester di un hora pa deshaci di e alcohol di un drink. Asina ta no bebe mas cu un drink pa ora y stop di bebe un ora prome cu bo stuur

Si bo no kier pa tur bo alegria di fiesta desaparece den huma, wak pa bo tin asbak grandi pa e humadornan. Ta un hecho cu varios candela na cas di hende ta cuminsa door di cu humadornan di sigaria no ta paga tino ora nan ta huma. Haci e asbaknan bashi regularmente y na un manera safe

Purba pa prepara mas tanto cuminda cu ta posibel di antemano pa por sirvinan cu poco of sin ayudo. Limita e presencia di muchanan den cushina

Mucho hopi hende y bruhamento den cushina ta un manera perfecto pa hanja accidente